

Set	Items	Description
S1	1	AU=(CUTTLE M? OR CUTTLE, M?)
S2	275940	JOB? OR EMPLOYMENT?
S3	986087	APPLICANT? OR CANDIDATE? OR PERSON? ? OR PEOPLE OR INDIVID- UAL?
S4	1222637	SCREEN? OR SELECT? OR FILTER?
S5	705012	QUESTION? OR HISTORY?
S6	773393	ANSWER? OR RESPOND? OR RESPONSE?
S7	45591	QUALIF? OR DISQUALIF?
S8	7919	S2(3N)S3
S9	364	S8(15N)S4
S10	33	S9 AND S5 AND S6
S11	38	S9 AND S7
S12	26135	(PERSONAL OR PRIVATE OR LIFE) (2N) (HISTOR? OR STORY) OR BIO- GRAPHY
S13	2	S9 AND S12
S14	65	S10 OR S11 OR S13
S15	55	S14 NOT PY>2000
S16	55	S15 NOT PD=20000814:20040524
S17	55	RD (unique items) → <i>considered All</i>
File	2:INSPEC	1969-2004/May W3 (c) 2004 Institution of Electrical Engineers
File	35:Dissertation Abs Online	1861-2004/Apr (c) 2004 ProQuest Info&Learning
File	65:Inside Conferences	1993-2004/May W3 (c) 2004 BLDSC all rts. reserv.
File	99:Wilson Appl. Sci & Tech Abs	1983-2004/Apr (c) 2004 The HW Wilson Co.
File	233:Internet & Personal Comp. Abs.	1981-2003/Sep (c) 2003 EBSCO Pub.
File	474:New York Times Abs	1969-2004/May 21 (c) 2004 The New York Times
File	475:Wall Street Journal Abs	1973-2004/May 21 (c) 2004 The New York Times
File	583:Gale Group Globalbase(TM)	1986-2002/Dec 13 (c) 2002 The Gale Group
File	256:SoftBase:Reviews,Companies&Prods.	82-2004/Apr (c)2004 Info.Sources Inc

17/5/1 (Item 1 from file: 2)

DIALOG(R)File 2:INSPEC

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4483798 INSPEC Abstract Number: C9311-1230D-004

Title: Neural net applications in the cognitive sciences: a case study

Author(s): Greene, R.A.

Author Affiliation: Greene R&D International Ltd., Liverpool, UK

Journal: Journal of Microcomputer Applications vol.16, no.2 p. 197-201

Publication Date: April 1993 Country of Publication: UK

CODEN: JMIADO ISSN: 0745-7138

U.S. Copyright Clearance Center Code: 0745-7138/93/020197+05\$08.00/0

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: Decisions such as **selection** of the 'best' **person** for the **job** or the most effective point at which to conduct performance training are based to a large extent on personal judgments formed from an analysis of 'Soft' data. In the behavioural sciences, soft data can often take the form of self-report **responses** to a **questionnaire**, which is very susceptible to 'noise' such as missing or incorrect item **responses**. Neural nets have been shown to be an effective method of assessing 'noisy' data. This paper describes a systematic comparison of a neural net analysis with the more traditional statistical factor analysis. It is shown that a correctly developed neural net provides a tool that is more sensitive to the complex interrelationships between items on a measurement instrument (**questionnaire**) than is obtained with traditional statistical techniques. Development of a new heuristic similar to network 'pruning' allows identification of 'good' and 'bad' **questions** based on input-to-output sensitivity rather than subjective judgment. Results of the study indicate that a neural net approach to construct validation could provide a more sensitive measure of specified characteristics and abilities when used as an aid in making vital decisions regarding personnel selection and performance training. (7 Refs)

Subfile: C

Descriptors: cognitive systems; neural nets

Identifiers: neural net applications; cognitive sciences; performance training; statistical factor analysis

Class Codes: C1230D (Neural nets); C1240 (Adaptive system theory)

17/5/2 (Item 2 from file: 2)

DIALOG(R)File 2:INSPEC

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01816002 INSPEC Abstract Number: C82012361

Title: An employment applications information system

Author(s): Hadduck, C.G.

Author Affiliation: Portland Public Schools, Portland, OR, USA

Conference Title: AEDS-81 Convention Proceedings. Exploring with Computers in Vikingland p.107-11

Publisher: Assoc. Educ. Data Syst, Washington, DC, USA

Publication Date: 1981 Country of Publication: USA xvi+299 pp.

Conference Date: 5-8 May 1981 Conference Location: Minneapolis, MN, USA

Language: English Document Type: Conference Paper (PA)

Treatment: Applications (A)

Abstract: The Employment Applications Information System recently implemented at Portland Public Schools is described and demonstrated. This on-line system allows the Personnel Department to input pertinent data from

all employment applications into the computer. Inquiries, based on various **selection** criteria, can then be made via display terminals to obtain information regarding **job applicants**. The system helps assure that all **qualified** applicants are considered for each job opening. A variety of printed reports are also provided to assure affirmative action compliance, for statistical analysis purposes and other uses. (0 Refs)

Subfile: C

Descriptors: educational administrative data processing

Identifiers: employment applications information system; on-line system; job applicants; affirmative action compliance; statistical analysis

Class Codes: C7110 (Education)

17/5/3 (Item 3 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

00189192 INSPEC Abstract Number: C70019706

Title: The technician's role on a modern manufacturing site

Author(s): Littlefield, R.

Author Affiliation: E.I. du Pont de Nemours Co., Inc., Orange, TX, USA

Conference Title: Proceedings of the 5th National ISA instrumentation maintenance management symposium p.27-31

Editor(s): Gurrola, G.

Publisher: Instrument Soc. America, Pittsburgh, PA, USA

Publication Date: 1970 Country of Publication: USA 92 pp.

Conference Sponsor: Instrument Soc. America

Conference Date: 20-22 April 1970 Conference Location: San Francisco, CA, USA

Language: English Document Type: Conference Paper (PA)

Abstract: The paper covers the evolution since World War II of process control technology. It covers the increasing scope of the maintenance and engineering jobs on a modern, highly automated manufacturing plant. A detailed discussion of the technician's duties is presented with alternate means of **selecting qualified** people for the **jobs**. Justifications of the organisational changes are outlined with mention made of the technician's place in other maintenance and engineering fields other than instrumentation.

Subfile: C

Descriptors: maintenance engineering; process control

Class Codes: C3355Z (Other manufacturing processes)

17/5/4 (Item 1 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01838715 ORDER NO: AADAA-I3018045

The role of networks in the transition from school to work in Taiwan

Author: Yang, Hai En

Degree: Ph.D.

Year: 2000

Corporate Source/Institution: University of Southern California (0208)

Adviser: William M. Rideout

Source: VOLUME 62/06-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2004. 162 PAGES

Descriptors: EDUCATION, ADMINISTRATION ; PSYCHOLOGY, SOCIAL ; SOCIOLOGY, INDUSTRIAL AND LABOR RELATIONS

Descriptor Codes: 0514; 0451; 0629

ISBN: 0-493-28642-X

The general purpose of this study was to investigate the use of social networks in the transition from school to the world of work, its consequences for the initial employment achievement of job seekers, and subsequent occupational attainment in Taiwan. It was designed to replicate and extend Granovetter's (1974) strength of weak tie study and Lin and his associates' (1981) social resource study.

For this research, data came from an island-wide survey of social change (SSC III) sponsored by the National Science Council in Taiwan, and the analysis of my study was based on the information ascertained from 2695 adults in 1997. Since the second part of my study focused only on those who used personal contact as an informal channel to find jobs, a subdata set was **selected to answer specific questions** relating to the role of social networks in an **individual's employment** achievement.

Broadly speaking, my findings provided credence to Granovetter (1974) and Lin et al's (1981) challenges to the functionalist view of stratification: instead of human capital as the primary determinant of career success, an individual's success is also highly related to "whom you know." However, the most important direct factor affecting the choice of social contact is the job seeker's educational attainment, while social capital is an intervening explanatory variable between human capital and occupational attainment.

Since the analysis in the second half of my study involved only job seekers used personal contacts in searching first and current jobs, my path model is not an extension of Blau-Duncan's (1967) basic attainment model. However, using it as a benchmark, I found that the total effect of my path model, including those two social resource variables, did increase the variance explained of current occupational achievement by 2%. This means 58% of occupational attainment variability was "explained" by the relationship with all the independent variables. The results increased my confidence regarding the contributions of those two social resource variables (strength of tie and status of contact person) to the status attainment process in Taiwan.

17/5/5 (Item 2 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online
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01766629 ORDER NO: AADAA-I0801880

Recognition of competence: An empowerment model for the retention of excellent teachers in the classroom

Author: Maile, Simeon

Degree: Ph.D.

Year: 2000

Corporate Source/Institution: University of Pretoria (South Africa) (6004)

Promoter: L. P. Calitz

Source: VOLUME 61/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 3426.

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

It is established in this project that recognition of competence does not begin when a **person** takes on **employment**. It begins when a candidate is **selected** for initial teacher education and training. This model applies different methods—which have been identified, their differences indicated and their variations in application are clarified.

Recognition of competence emerges from paradigm shifts and the need for quality service in education. This model includes mechanisms of managing quality such as the South African **Qualifications** Authority,

National **Qualifications** Framework and its subsidiary bodies.

The researcher identified key areas of success in the present and erstwhile recognition systems. However, it was found that both systems are inadequate for the retention of teachers. To search for solutions, the researcher unravelled recognition systems used in private sector and the public education sector. Both systems reveal inadequacies. However, a new system of recognition is well underway in the public education sector.

Empowerment and capacity building are invoked in the model. Both approaches recognise the inadequacies of the past. Consequently, the fundamentals of recognition of competence are refocused on levelling the playing fields. The researcher used empirical investigation as well. Interviews and surveys were conducted. The findings reveal that there is a myriad of challenges and problems that still plague education. Guidelines and recommendations to overcome the problems are also suggested. However, it appears that more is still to be done to accomplish the ideal of quality education.

17/5/6 (Item 3 from file: 35)

DIALOG(R) File 35:Dissertation Abs Online

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01750825 ORDER NO: AADAA-I9975177

Development and evaluation of a construct-oriented biodata measure for predicting positive and negative contextual performance

Author: Solomonson, Andrew Lawrence

Degree: Ph.D.

Year: 1999

Corporate Source/Institution: University of Georgia (0077)

Director: Charles E. Lance

Source: VOLUME 61/06-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3313. 276 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL ; PSYCHOLOGY, PSYCHOMETRICS

Descriptor Codes: 0624; 0632

ISBN: 0-599-80728-8

The purpose of the study was to build evidence to support the construct-related validity of a biodata measure developed using a construct-oriented approach to scale construction. This measure was intended to reflect individual differences in **life history** constructs theoretically antecedent to, and predictive of, a criterion domain reflecting both positive and negative elements of contextual job performance. The biodata measure is discussed in light of theory, methods, and empirical findings surrounding integrity testing and contextual performance. The measure is intended for use in an employee **selection** context and is theorized to be generalizable for **selection** across a range of non-managerial **jobs**, situations, and **applicant** populations.

Construct-oriented scaling procedures were conducted, which combined rational item development based on a theoretical taxonomy of **life history** constructs, item screening using both expert judgment and statistical techniques, scale refinement using homogeneous scaling and/or factor analytic techniques, and cross-validation by way of confirmatory factor analysis. Further construct-related validation included examination of the relationships among the biodata measure and existing integrity, Big Five personality dimensions, and impression management. An internal **response** distortion scale was also developed. Finally, criterion-related validity of the biodata measure was estimated in an applied setting.

Rationally-developed scales showed evidence of scale homogeneity, while scales developed through factorial methods evidenced robust and interpretable solutions. The theoretical scale structures supported cross

validation in the confirmatory factor analyses. The internal **response** distortion scale conformed to expectations of its distributional properties, and holds promise for future detection of applicant faking. Convergent validity results conformed to expectations, although discriminant validity results were somewhat mixed. Finally, validity results were weak for the criterion-related validation study. Potential conclusions, explanations, and implication for future use and research with the biodata measure are discussed.

17/5/7 (Item 4 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01733746 ORDER NO: AADAA-I9963412

An investigation of the determinants and consequences of individual differences in measures of speed

Author: Smith, Matthew Ross

Degree: Ph.D.

Year: 1999

Corporate Source/Institution: Michigan State University (0128)

Adviser: Neal Schmitt

Source: VOLUME 61/02-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1123. 162 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL ; PSYCHOLOGY, PSYCHOMETRICS ;
BUSINESS ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0624; 0632; 0454

The speed with which individuals react to stimuli might have a large influence on a company's competitiveness and an individual's success. While current research suggests a number of variables that can predict individual differences in speed, empirical verification has not been fully conducted. The current study addressed two major research objectives. First, the **question** as to what might influence scores on speeded tests was investigated by examining both noncognitive and cognitive factors in relationship to measures of speed. Second, if speed is considered an important individual difference, the **question** as to how it relates to measures of job performance was investigated. Particular emphasis was placed on instances where speed of **response** is an important dimension of job performance and the effects of cognitive ability have been controlled.

The current study used a multiple hurdle, personnel **selection** context to examine both research **questions**. In the study, participants were **job applicants** who applied for entry-level positions. As part of the process, participants went through two **selection** stages (testing and assessment). In testing, participants completed measures of perceptual speed, psychomotor speed, cognitive ability, and various noncognitive factors. In assessment, participants completed a group exercise where they were assessed on measures of job performance including total number of products produced, proportion of defects built into products, and ratings on three dimensions (work orientation, problem-solving, and team skills). Such measures were used to examine the second objective of the research, namely, the incremental validity of speed.

For the first research objective, 853 participants completed both the measures of speed and the assessment of cognitive ability and noncognitive factors proposed to be related to measures speed. Mixed support was found for the hypothesized relationships between measures of speed and factors with the strongest relationships between speed and measures of conscientiousness, polychronic orientation, comparative anxiety, and cognitive ability. For the second research objective, 531 participants completed the group exercise measuring various aspects of job performance.

Results found that measures of speed consistently added incremental validity to the prediction of job performance over cognitive ability, particularly with job performance measures emphasizing effort-based concepts (e.g., number of products produced, quality of products, and work orientation rating).

17/5/8 (Item 5 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01696529 ORDER NO: AAD99-24995

THE EFFECT OF RURAL VALUES ON PERSONNEL SELECTION PRACTICES IN KENTUCKY PUBLIC SCHOOL DISTRICTS

Author: LITTLE, PAULA S.

Degree: ED.D.

Year: 1998

Corporate Source/Institution: UNIVERSITY OF LOUISVILLE (0110)

Director: STEPHEN K. MILLER

Source: VOLUME 60/04-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 960. 190 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

This study explored a new conceptual model depicting the role of rural values as they influence personnel selection practices in Kentucky public school districts. Personnel selection practices included preferences, perceptions, and recruitment efforts of hiring officials. The study further investigated the degree to which five selected demographic variables predicted the possession of rural values in decision-makers. A researcher constructed questionnaire and Rural Values Scale were mailed to the entire population of superintendents and a random sample of 15% of the principals in schools having school based decision-making councils. Multiple regression and bivariate correlation were used to analyze the data gathered.

The analysis showed that rural values had high negative correlations with certain quantifiable personnel selection preferences of decision-makers, as well as with recruitment efforts outside the school district. Conversely, rural values had a strong positive correlation with factors and perceptions dealing with the fit of the applicant into the school district or community. The results also showed that school district size, community racial composition, metropolitan classification, decision-maker's background, and decision-maker's position were significant predictors of rural values.

Based upon these results, it was concluded that decision-makers with rural values rely heavily upon "matching" factors to determine which **individuals** survive the **employment screening** process. Area-specific, demographic criteria are used to determine perceptions of "fit," which can lead to the hiring of less **qualified** individuals and the perpetuation of homogeneity within school faculties.

17/5/9 (Item 6 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01632242 ORDER NO: AAD98-24483

ASSESSING APPLICANT "FIT" WITHIN THE SELECTION PROCESS: WHICH INTERVIEWER PERCEPTIONS MATTER?

Author: HAPTONSTAHL, DAWN EBE

Degree: PH.D.

Year: 1998
Corporate Source/Institution: THE LOUISIANA STATE UNIVERSITY AND
AGRICULTURAL AND MECHANICAL COL. (0107)
Director: TIMOTHY BUCKLEY
Source: VOLUME 59/02-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 901. 95 PAGES
Descriptors: PSYCHOLOGY, INDUSTRIAL
Descriptor Codes: 0624

The research literature has noted that organizations are moving beyond simply hiring individuals with the necessary knowledge, skills, and abilities (KSAs) that fulfill the requirements of the job--employers are also looking for people who can fit in with a particular work group or even an entire organization. This study tested an exploratory model that predicted recruiter **selection** decisions from their evaluations of **applicants** ' **person - job** (P-J), **person -group** (P-G), and **person-organization** (P-O) fit. The model also postulated that P-G and P-O fit would be predicted by the perceived congruence (similarity) of work values between applicants and groups/organizations. Hypotheses were field-tested with 64 recruiters from 44 companies who conducted 262 initial interviews with job applicants. As expected, the combination of P-J, P-G, and P-O fit explained a significant amount of variance in recruiter selection decisions, such as the likelihood that applicants would be invited for a second interview or would be recommended for hiring. All three types of fit contributed to the recruiter selection decisions, but ceiling effects and high multicollinearity among the fit ratings complicated interpretation of their individual contributions. Applicant **qualification** match with job requirements strongly predicted P-J fit. Perceived similarity in the work values of achievement, fairness, honesty, and concern for others between applicants and organizations significantly predicted P-O fit. Value congruence between applicants and groups likewise predicted P-G fit. Among the study's strengths was the use of Edwards' polynomial regression and three-dimensional **response** surface techniques, which allowed for both the relaxation of traditional constraints on equations and the interpretation of the complex relationships between applicant values, organization/group values, and perceptions of fit. Future research should move beyond the recruiting interview and attend to the importance of values and P-O and P-G fit in later stages of the **selection** process. Additional **questions** should focus on the impact of fit on criteria after **applicants** have accepted **employment**, such as performance, tenure, and rate of socialization.

17/5/10 (Item 7 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01618207 ORDER NO: AAD98-16490
THE GOLDILOCKS PURSUIT IN ORGANIZATIONAL SELECTION: HOW RECRUITERS FORM AND USE JUDGMENTS OF PERSON-ORGANIZATION FIT (HIRING)
Author: KRISTOF-BROWN, AMY L.
Degree: PH.D.
Year: 1997
Corporate Source/Institution: UNIVERSITY OF MARYLAND COLLEGE PARK (0117)
Co-chairs: CYNTHIA KAY STEVENS; EDWIN A. LOCKE
Source: VOLUME 58/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 4345. 218 PAGES
Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT ; PSYCHOLOGY,
INDUSTRIAL
Descriptor Codes: 0454; 0624

The Goldilocks Pursuit describes recruiters' attempts to hire applicants who are "just right" for their companies. Judgments of "just right" include recruiters' perceptions of an **applicant's person - job** (P-J) and **person -organization** (P-O) fit. P-J fit has been the traditional focus of **selection** research, but P-O fit has only recently been investigated as a factor in hiring decisions.

Two studies were conducted to **answer** remaining **questions** regarding recruiters' P-O fit perceptions. A qualitative methodology was used in Study One to determine what types of characteristics recruiters use to assess applicants' P-O fit, and how similar these characteristics are across organizations. Thirty-two recruiters from four consulting organizations completed repertory grid interviews (Kelly, 1955) in which they compared video-taped job applicants to determine who had the best P-J and P-O fit. Results indicate both unique and shared predictors of fit perceptions, with more skill and experience characteristics leading to judgments of P-J fit, and more personality and value characteristics relating to P-O fit perceptions. Many recruiters used idiosyncratic preferences to determine both types of fit; however, there was also support for organization-specific and universally desirable characteristics influencing fit perceptions.

Structural equations modeling was used in Study Two to determine the relative effects of P-O fit, P-J fit, applicant-recruiter similarity, and liking on recruiters' hiring recommendations. Recruiters from two organizations evaluated 80 applicants during a regular recruiting cycle. Results indicate that perceptions of P-J and P-O fit are highly related, but are predicted by somewhat distinct characteristics. P-J fit perceptions were the best predictor of hiring recommendations, although P-O fit perceptions were also significant predictors. Results also suggest that perceptions of P-O fit mediate the relationship between perceived applicant-recruiter similarity and hiring recommendations better than does recruiters' liking of the applicants.

Together, these studies provide a comprehensive examination of how recruiters form and use impressions of applicants' P-O fit during the selection process. Implications for improving assessments of fit and how they are used in conjunction with other evaluations of applicants to increase the overall effectiveness of the hiring process intended to find the applicants whose fit is "just right" are included.

17/5/11 (Item 8 from file: 35)

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01597557 ORDER NO: AAD98-02502

IMPROVING THE SUPERINTENDENT SELECTION PROCESS VIA A STUDY OF SIX EXEMPLARY PENNSYLVANIA SCHOOL SUPERINTENDENTS

Author: HAZLETT, DOUGLAS RAY

Degree: PH.D.

Year: 1997

Corporate Source/Institution: KENT STATE UNIVERSITY (0101)

Director: WILLIAM KONNERT

Source: VOLUME 58/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2478. 225 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

The purpose of this dissertation was to attempt to improve the superintendent selection process by studying six exemplary superintendents and to establish a profile for the successful superintendent. The research design employed the Personality Research Form, open-ended structured

interviews, and document analysis.

The population for this study was the 501 school superintendents in the state of Pennsylvania (less Philadelphia and Pittsburgh). With a **response** rate of 42%, the following six superintendents were chosen by their peers: Dr. John Bonfield, Dr. Gary McCartney, Dr. William Miller, Mr. John Sava, Dr. Glenn Smartschan, and Dr. Therese Walter.

The research sample scored high on the Achievement, Cognitive Structure, Dominance, Human Relations Management, and Organization and Planfulness scales of the Personality Research Form; and received low scores on the Impulsivity, Play, and Verbal Expression scales.

The open-ended interviews revealed that the superintendents' composite leadership style is one of a research-based, team decision-making model in line with the philosophy of transformational leadership. Each superintendent had a clear vision for his or her school district and via collaborative efforts empowered the school community. Additionally, it was revealed that people skills are perhaps the single most important factor in the overall success of the six exemplary superintendents (as identified via the interviews with the school community). Perhaps one of the most significant findings revealed in the data was that five of the six superintendents were selected via a process similar to the six phase process described by Konnert (1991).

Data revealed during the document collection phase that all six superintendents chose to develop action plans to address technology and human relations issues; school board minutes indicated that 95% of the votes were unanimous; and the participating superintendents came from very fiscally diverse districts.

The following suggestions were put forth for improving the **selection** process: a thorough review of the **candidate's employment history**; a visit to the candidate's previous school district; and the importance of establishing congruency between the candidate and the board.

17/5/12 (Item 9 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online
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01585273 ORDER NO: AAD97-35475

TOTAL QUALITY MANAGEMENT IN GEORGIA POSTSECONDARY TECHNICAL INSTITUTES

Author: CURRIE, TIMOTHY ALAN

Degree: ED.D.

Year: 1997

Corporate Source/Institution: UNIVERSITY OF GEORGIA (0077)

Director: RICHARD L. LYNCH

Source: VOLUME 58/06-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2099. 151 PAGES

Descriptors: EDUCATION, HIGHER ; EDUCATION, ADMINISTRATION ; EDUCATION, COMMUNITY COLLEGE ; ENGINEERING, INDUSTRIAL

Descriptor Codes: 0745; 0514; 0275; 0546

Since 1992, the Georgia Department of Technical and Adult Education (DTAE) has encouraged postsecondary technical institutes to implement Total Quality Management (TQM) systems. This study sought to identify the perceptions of administrators, faculty, and staff in Georgia's postsecondary technical institutes regarding the extent to which their expectations of selected aspects of TQM are being met in the workplace. The study was conducted using aspects of the expectancy theory of employee motivation. Expectancy theory posits that decisions are not only affected by preference among the outcomes, but also by the degree to which the person believes these outcomes to be subjective probabilities. The focus of expectancy theory is on the expectancies **people** have about their **jobs** and how these expectancies combine with the strength of their desires to

motivate them.

Selected variables were examined to determine possible influences on perceptions of administrators, faculty, and staff. The following research **questions** were used to guide the study: (1) Are there differences in the perceptions among administrators, faculty, and staff in postsecondary technical institutes regarding their expectations that specified TQM outcomes are occurring within the workplace? (2) Are there differences based on employment position, age, gender, race, and level of education which influence their perceptions regarding their expectations that specific TQM outcomes are occurring within the workplace?

The data were collected through the administration, by mail, of a survey instrument to a sample of administrators, faculty, and staff active in postsecondary technical institutes within Georgia's DTAE system. Items identified with total quality management and the expectancy of outcomes were drawn from the literature. The items on the survey instrument were validated through the use of a review committee. To establish the reliability, a pilot study was administered within a technical school in Georgia outside the governance of DTAE but similar in scope and operation.

A composite score for each of the core TQM tenets was computed based on **responses** to items identifiable with the process and stakeholder expectancies. Using multivariate analysis of variance (MANOVA), the mean scores of the stakeholders were compared to determine if a difference in the perception existed among the three groups regarding their expectations that specified total quality management (TQM) outcomes were occurring in Georgia postsecondary technical institute.

Based upon the results of this study, the follow conclusions were made: (a) differences exist among perceptions of stakeholders primarily along position lines; (b) administrators and staff are more positive than faculty toward the existence of total quality management processes; (c) faculty perceive that total quality management is not practiced in their institutes; (d) none of the stakeholders hold a strong perception of the existence of total quality management processes in technical institutes in Georgia.

17/5/13 (Item 10 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01534643 ORDER NO: AAD97-06795

USING A REALISTIC ORIENTATION PROGRAM TO INFLUENCE NEWCOMERS' ATTITUDES AND BEHAVIORS TOWARD THEIR NEW WORK ENVIRONMENT (ORGANIZATIONAL ENTRY)

Author: PAGE, LESLEY JILL

Degree: PH.D.

Year: 1996

Corporate Source/Institution: DEPAUL UNIVERSITY (0937)

Chairperson: DOUGLAS CELLAR

Source: VOLUME 57/10-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 6632. 128 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL ; PSYCHOLOGY, SOCIAL

Descriptor Codes: 0624; 0451

The recruitment and **selection** of **qualified job candidates** has long been of interest to industrial psychologists. However, recently several researchers (Wanous, 1993; Wiesner, Saks & Summers, 1991) have begun to focus on the process by which newcomers enter the organization. Although the topic of organizational entry has certainly been reviewed (Wanous, 1981; 1992), the means by which newcomers move into the organization and adjust to their new surroundings is still under investigation. The present research builds upon theories of realistic recruitment and realistic job previews (RJPs) to create a model by which

newcomers can successfully adapt to their new work environment. It was proposed that the provision of realistic information during a newcomer orientation program would increase newcomers' self-efficacy, and as a result increase their ability to adjust to their new job. In fact, it was predicted that newcomers receiving a realistic orientation program would

have greater role clarity, coping ability (to deal with the many unknowns of organizational entry), job-related knowledge and performance. It was also predicted that a realistic orientation program would increase newcomers' commitment to the organization and their perceptions of the organization as well. Finally, the present research also investigated how the communication modality used to present the orientation program (i.e., videotape vs. written booklet) would effect the presentation of realistic information. Results indicate that a realistic orientation program did increase newcomers' ability to adjust to their new work environment by increasing the accuracy of expectations, role clarity, coping ability, commitment and perceptions of the organization. Surprisingly, a realistic orientation program did not affect newcomers' self-efficacy, job-related knowledge or performance. In addition, the communication modality used to present the realistic information did not affect newcomers' attitudes or behaviors about their new work environment. Future research will be needed to gain a better understanding of how newcomers adjust to their work environment and how both self-efficacy and expectations can be used to help support this process.

17/5/14 (Item 11 from file: 35)

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01507436 ORDER NO: AAD13-79564

ON THE ACCURACY OF DETECTING DECEPTION IN SELECTION INTERVIEWS: THE EFFECTS OF APPLICANT REHEARSAL, APPLICANT JOB INTEREST, AND SELF-MONITORING

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Degree: M.A.

Year: 1996

Corporate Source/Institution: RICE UNIVERSITY (0187)

Chair: ROBERT L. DIPBOYE

Source: VOLUME 34/05 of MASTERS ABSTRACTS.

PAGE 2076. 192 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL ; EDUCATION, BUSINESS ; EDUCATION, INDUSTRIAL ; SOCIOLOGY, INDUSTRIAL AND LABOR RELATIONS

Descriptor Codes: 0624; 0688; 0521; 0629

The present study examines the effect of rehearsal, job interest, and self-monitoring on judges' accuracy to detect deception in selection interviews. The study also investigated the effect of those independent variables on judges' accuracy in assessing applicants' personality and self-reported **qualifications**.

Subjects participating as applicants in mock job interviews were randomly assigned to rehearsal and interest conditions. These "applicants" were interviewed for jobs they liked or disliked and either rehearsed or filled out a distracter questionnaire. Subjects at a different university watched videotapes of applicants and rated their honesty, personality, and **qualifications**.

As predicted, judges assigned more positive ratings to applicants who rehearsed than to applicants who did not rehearse. Contrary to predictions, applicant rehearsal tended to have a beneficial effect on judges' detection of applicant deception, personality, and **qualifications**. Applicant self-monitoring and judges' gender also affected judges' accuracy.

Theoretical and practical implications of results are discussed.

17/5/15 (Item 12 from file: 35)

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01474384 ORDER NO: AADAA-I9610714

**INFORMATION SEARCH IN PERSONNEL SELECTION DECISIONS: THE INFLUENCE OF
AFFIRMATIVE ACTION, DECISION SET, AND SELECTION RATIO (GENDER)**

Author: SWERDLIN, MARNIE ROSE

Degree: PH.D.

Year: 1995

Corporate Source/Institution: RICE UNIVERSITY (0187)

Chair: DAVID J. SCHNEIDER

Source: VOLUME 56/12-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 7077. 464 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL ; WOMEN'S STUDIES ; SOCIOLOGY,
INDUSTRIAL AND LABOR RELATIONS

Descriptor Codes: 0624; 0453; 0629

A series of three laboratory experiments examined effects of affirmative action (AA) employment policies, decision set (in terms of accepting or rejecting applicants), and selection ratio (ratio of applicants to available positions) on amount, duration, content, and sequence of information search on **job applicants**, on personnel **selection** decisions, and on judgments of applicants. AA was investigated only in conjunction with a concern for hiring **qualified** applicants and only with respect to applicant gender (not race/ethnicity). The target job was a slightly male sex-typed job. A computerized information board tracked information search. When no decision set was provided, AA increased (decreased) the amount of search on female (male) applicants when considering search on females relative to males and decreased the time spent on males. More females (and fewer males) were hired in the presence than absence of an AA policy unless there was a high selection ratio with no decision set provided. More failure-relevant information about applicants was sought in a reject than accept decision set when there was not an AA policy. Amount of intradimensional search (search by attribute across applicants) was greater in a reject than accept decision set. Decision set also affected ratings of applicant **qualifications**. The amount and duration of search on applicants who were selected was greater for a low than high selection ratio. The same pattern held for duration per item of information on applicants who were selected if there was an accept decision set or no decision set was provided. Decision makers were more (less) accurate in identifying the best- (least-) **qualified** applicants when there was a low than high selection ratio. When comparing the number of females hired relative to their proportion in the applicant pool, females were either on equal footing or at an advantage (disadvantage) relative to males in the presence (absence) of an AA policy, depending on decision set and selection ratio. AA attitudes affected information search although not in a consistent manner across experiments. The multitude of effects found highlights the sensitivity of information search in the personnel selection process to person, task, and environmental characteristics.

17/5/16 (Item 13 from file: 35)

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01459943 ORDER NO: AADAA-I9603290

**A STUDY OF THE FIRST-YEAR JOB EXPERIENCE OF CPA CANDIDATES EMPLOYED IN
SELECTED PUBLIC ACCOUNTING FIRMS**

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Degree: PH.D.

Year: 1995

Corporate Source/Institution: NEW YORK UNIVERSITY (0146)

Chair: MICHAEL BRONNER

Source: VOLUME 56/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3823. 188 PAGES

Descriptors: EDUCATION, BUSINESS ; BUSINESS ADMINISTRATION, ACCOUNTING

Descriptor Codes: 0688; 0272

CPA candidates are required to complete a formal course of study and be evaluated through a professional **qualifying** examination. Additionally, practical work experience is a requirement to become a licensed Certified Public Accountant in 51 jurisdictions of the United States. While there is uniformity and regulation of the educational requirement and the CPA exam, none exists for the work experience requirement, which creates a heterogeneity in this aspect of the CPA accreditation process.

Since work experience can vary from one setting to another, this study examined the actual work experience of CPA candidates in a number of different settings, segmented by firm size. To examine this variability in work experience, 140 CPA candidates with limited prior work experience from selected small, medium and large firms in the New York City metropolitan area were surveyed about the types of work they performed in their first year of employment. The data described a pattern in which many more small firm candidates were generalists, performing a wide range of tasks, whereas large firm candidates specialized in a narrower range of activities.

These conclusions supported the hypothesis that an inverse relationship exists between firm size and the number of accounting tasks over which the candidates' time is distributed. These findings are consistent with the conceptual framework on which the study was based in which organizational goal factoring results in subsequent differentiation of function and division of labor as organizations increase in size. The findings also raise pragmatic questions about the quality and level of professionalism that is assumed to exist after the CPA candidates have completed their formal educational process and have been examined by the CPA exam, and suggest that future research be directed in the area of actual work experience.

17/5/17 (Item 14 from file: 35)

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01453442 ORDER NO: AADAA-I9544951

**ANALYSIS OF JOB APPLICANT POOLS FOR COACHES OF SELECTED NCAA DIVISION
I AND DIVISION III WOMEN'S ATHLETIC TEAMS (LEADERSHIP)**

Author: SITTERLY, JOAN C.

Degree: ED.D.

Year: 1995

Corporate Source/Institution: SYRACUSE UNIVERSITY (0659)

Chair: BETSY A. KELLER

Source: VOLUME 56/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3503. 124 PAGES

Descriptors: EDUCATION, PHYSICAL ; EDUCATION, ADMINISTRATION ; WOMEN'S
STUDIES

Descriptor Codes: 0523; 0514; 0453

Several recent studies have shown that participation in sport for

females has increased dramatically while the employment of females in leadership positions in sport has declined. Two basic patterns have emerged concerning the decline in numbers and percentages of female coaches. First, females left coaching positions and second, a majority of the coaching positions vacated by women have been filled by males. Utilizing the individual and micro-structural approaches, the purpose of this study was to: (1) determine the percentage of male and female coaches of the top ten women's sports; (2) analyze the composition of the applicant pool of coaches for women's intercollegiate athletic teams to determine the number and gender of applicants; (3) and to analyze the relevant experiences and **qualifications** of aspiring male and female coaching applicants.

Descriptive statistics included frequency distributions and percentages for all variables. Chi Square was used to test the relationship among the different division and gender categories. The independent variables of formal educational preparation, previous collegiate playing experience, previous collegiate coaching experience, and age were examined relative to the dependent variables of gender, division and sport. The current status of the gender of NCAA Division I and Division III coaches was determined through tabulation of coaches of the top ten intercollegiate athletic teams for women.

Results of the study indicated that the decline of female coaches has continued with female coaches comprising 46.4% (63.2% for team sports and 31.5% for individual sports) of the coaching cadre of the top ten intercollegiate sports. In addition, women make up 37.2% of the job applicant pool (39.1% for team sports and 24.4% for individual sports). Regardless of gender or division, applicants had similar educational backgrounds and prior coaching experiences. Female applicants possessed a greater percentage of coaching experiences at the level for which they were applying than did the male applicants. In addition, female candidates had more playing experience in intercollegiate athletics than their male counterparts. The results of the study indicate there are fewer female than male candidates in the applicant pool for positions of coaches of women's sports; and the female candidates tend to be more **qualified** for the specific position than their male counterparts.

17/5/18 (Item 15 from file: 35)

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01426196 ORDER NO: AADAA-I9527064

THE EFFECT OF SOCIAL POSITION ON ATTITUDES AND PERCEPTIONS IN AN ORGANIZATIONAL HIERARCHY (JOBS)

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Degree: PH.D.

Year: 1995

Corporate Source/Institution: UNIVERSITY OF NOTRE DAME (0165)

Director: JOAN ALDOUS

Source: VOLUME 56/04-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1546. 128 PAGES

Descriptors: SOCIOLOGY, PUBLIC AND SOCIAL WELFARE; SOCIOLOGY, SOCIAL STRUCTURE AND DEVELOPMENT

Descriptor Codes: 0630; 0700

The purpose of this study was to utilize existing theory to analyze the varying perceptions of those in different positions of prestige and power within a social organization. The setting for the research was the organizational structure of the Jobs Opportunities and Basic Skills (JOBS) program, established as part of the Family Support Act of 1988.

It is well-documented in the sociological literature that social structure assigns people to specific social positions, and that the

differential prestige and power accompanying those positions affect one's perceptions of self and others. The four levels of the JOBS hierarchy--state administrators, county or regional administrators, case managers, and clients--represent differential levels of income, power, authority, and responsibility, within which to study the effect of social position on perceptions.

Respondents ' views concerning the importance of paid employment for AFDC recipients, factors which affect client motivation to participate in work training and employment, and strengths and limitations of the JOBS program comprised the dependent variables in this study. The primary independent variable was the **respondent** 's position within the JOBS hierarchy.

State administrators from all fifty states were surveyed with a **response** rate of ninety percent. For district-level sampling, fourteen states were selected to assure diversity of population urbanization, socio-economic conditions, and geographic location. Fifty-eight percent of Indiana JOBS case managers were surveyed. Data from 82 clients were gathered through face-to-face interviews.

In the first stage of analysis, the effect of position alone on attitudes was examined. Bivariate regression and one-way analysis of variance revealed the effect of position was statistically significant for a number of dependent variables, controlling for race, gender, and education.

Analysis of the effects of background variables which could serve to select **respondents** into positions showed that for administrators and case managers, these were the subject's academic major in college or graduate school, and the political era in which the **person** entered **employment** in public welfare. For clients, the significant **selection** variables were education, voluntary participation in the JOBS program, and family **history** of receiving public assistance.

17/5/19 (Item 16 from file: 35)

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01388501 ORDER NO: AAD95-00601

THE EFFECTS OF RACE-CONSCIOUS SELECTION DECISIONS ON SUBSEQUENT SELECTION DECISIONS (DISCRIMINATION, PERSONNEL SELECTION, AFFIRMATIVE ACTION)

Author: DELACASTRO, RICHARD JOHN

Degree: PH.D.

Year: 1994

Corporate Source/Institution: THE UNIVERSITY OF NEBRASKA - LINCOLN (0138)

Adviser: LISA LEAHY SCHERER

Source: VOLUME 55/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2465. 337 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT; PSYCHOLOGY, GENERAL

Descriptor Codes: 0454; 0621

The present study is an investigation into the behavioral and attitudinal consequences of constrained racial preference in the context of an affirmative action plan. Given that hiring managers may often be constrained by organizational policy to show hiring preference to members of a minority group in order to implement an affirmative action program, this study examined the effect of such race-conscious selection decisions on subsequent selection decisions which are not similarly constrained by racial preference. It was predicted that the effects of race-conscious **selection** decisions would not be isolated to the **individual selection** of a **job applicant**. A compensatory model was proposed in which the

effects of constrained racial preference would be carried over to interact with subsequent **selection** decisions concerning other **job applicants**, resulting in a reduced probability that Black applicants would be hired in subsequent hiring decisions.

Seven hypotheses were tested, examining the effects of applicant race, job-related **qualifications**, fairness perceptions, and affirmative action hiring policy on the evaluation of job applicants and the probability that Black applicants would be hired. Results indicated a relative decrease in the number of Black applicants hired across selection trials. Further, post hoc analyses indicated that subsequent selection decisions demonstrated adverse impact against Black applicants. The role of fairness perceptions was only partially supported. Limitations of the present study and directions for future research are presented.

17/5/20 (Item 17 from file: 35)

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01371807 ORDER NO: AAD94-24867

EMPLOYER CONCERNS ABOUT HIRING PERSONS WITH PSYCHIATRIC DISABILITIES

Author: DIKSA, EDWARD J.

Degree: SC.D.

Year: 1994

Corporate Source/Institution: BOSTON UNIVERSITY (0017)

Major Professor: KAREN DANLEY

Source: VOLUME 55/04-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1373. 324 PAGES

Descriptors: HEALTH SCIENCES, MENTAL HEALTH; PSYCHOLOGY, INDUSTRIAL; PSYCHOLOGY, SOCIAL

Descriptor Codes: 0347; 0624; 0451

Studies of employer concern about hiring persons with psychiatric disabilities have not provided usable information on the degree of apprehension about specific concerns. Concerns have not been related to employer demographic factors. In this study, 373 Suffolk County, Massachusetts personnel directors completed a telephone survey using the Employer Attitude **Questionnaire** (EAQ). Recorded were the employer variables: type of industry, **history** of hiring persons with disabilities, policy toward hiring persons with disabilities, tax status of the employer, profitability of the company, level of funding of the agency, and company size. Employers **answered** 38 concern items falling into subscales titled: Symptomatology, Work Performance, Work Personality, and Administration. A final **question** investigated employer willingness to hire persons with psychiatric disabilities.

Ninety-four percent of **respondents** reported an increased willingness to hire persons with psychiatric disabilities when work environment needs and concerns are used to **screen job applicants**. Results of item analyses reveal that employers have the highest concerns about the Symptomatology items: stress tolerance, violence, bizarre behaviors, emotional stability, tolerance of criticism; the Work Personality item: reliability; and the Work Performance item: safety. Comparisons of industries found Transportation, Communication, and Utilities (TCU) and Finance, Insurance, and Real Estate (FIRE) to express the highest concern levels and Social Services to express the concern lowest levels. There was a balance between items rated similarly and differently across industries. Significant differences among industries were found on seventeen of thirty-eight items: ten of fourteen Symptomatology items, four of eight Administration items, two of seven Work Performance items, and one of nine Work Personality items. Subscale analyses comparing industries found

differences among industries on all subscales except Work Personality.

Analyses of the other employer demographic variables produced mixed results. Employers with policies toward hiring persons with disabilities expressed lower levels of concern on all subscales. Employers with a **history** of hiring persons with disabilities expressed lower levels of concern on the Work Performance and Administration subscales but similar concern levels on the Work Personality and Symptomatology subscales. No differences were found on any subscale when analyzing company size, profitability, funding levels, or employer tax status.

17/5/21 (Item 18 from file: 35)

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01364791 ORDER NO: AAD94-21465

THE OLDER WORKER: OPPORTUNITIES, OPTIONS, AND OBSTACLES

Author: GAITTEN-BRENNAN, SAUNDRA

Degree: ED.D.

Year: 1993

Corporate Source/Institution: UNIVERSITY OF PITTSBURGH (0178)

Adviser: WILLIAM E. BICKEL

Source: VOLUME 55/03-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 686. 179 PAGES

Descriptors: GERONTOLOGY; EDUCATION, ADULT AND CONTINUING; SOCIOLOGY,
INDUSTRIAL AND LABOR RELATIONS

Descriptor Codes: 0351; 0516; 0629

The study looks at how a **selected** group of older **people** found their **jobs**. It describes their perceptions of job training and other ways to prepare and obtain employment. It discusses what they found useful in their search and programs or activities, and their suggestions for ways to assist older adults in their job-related needs.

Research methodology consisted of surveys and follow up telephone interviews. Fifty-eight subjects from selected older worker programs in Allegheny County, Pennsylvania returned completed surveys, and from them, a stratified sample of fifteen subjects was chosen for indepth interviews to expand on the knowledge gained from the survey.

Most subjects relied upon themselves, their own efforts and resources, rather than program intervention to find their jobs. A majority of them are using either new skills or previously acquired ones in their newly found jobs, as opposed to being relegated to low skill, entry level positions. Program participation, either in training or employment assistance, was low. Nearly half said they did not participate in a training program because none was available, and over half agreed older worker training programs are not easy to locate.

For this group, involvement in older worker programs does not seem to be a factor contributing to successful job searches and consequent employment.

Nearly everyone felt older worker training and employment assistance should be free. Many preferred on-the-job training over pre-service training. They would have liked to see their experience and skills assessed, recognized, and appreciated. They wanted more training and job opportunities made available to them and to be more widely advertised.

The women were more familiar with older worker programs than men. Finances were of greater concern to older women than to men.

Recommendations based on the findings from the study are: (1) Involve older persons in the development of older worker training and employment programs in order to better meet their needs. (2) Encourage employers to look at older workers as a valuable resource, taking into account their work **histories** and **life** experiences.

17/5/22 (Item 19 from file: 35)
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01327488 ORDER NO: AADNN-81412

THE INTERACTION MODEL OF ANXIETY, STRESS AND COPING PROCESSES: AN EMPIRICAL TEST IN A PERSONNEL SELECTION SITUATION

Author: CHOWN, MICHAEL

Degree: PH.D.

Year: 1992

Corporate Source/Institution: YORK UNIVERSITY (CANADA) (0267)

ADVISER: N. S. ENDLER

Source: VOLUME 54/08-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4429. 298 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

ISBN: 0-315-81412-8

The Interaction Model of Anxiety, Stress and Coping Processes (Endler, 1988; Endler and Parker, 1990c) was tested in the Personnel Selection of 40 persons for a Tissue Paper Mill in Ontario. This study examined the relationship between A-Trait and Coping Styles in the elicitation of A-State **responses** and Threat Perception arousal prior to subject's engaging in stressful Personnel **Selection** and Tissue Mill work-type situations. 190 male **candidates** for Tissue Mill **employment** served as initial subjects and were administered the following in a Personnel Testing Centre (Stage 1): the EMAS-Trait scale, a **questionnaire** which provides scores for four facets of Trait anxiety; the Coping Inventory for Stressful Situations (CISS), a **questionnaire** which provides scores for three main types of Coping Styles; the EMAS-State scale which yields scores for the dimensions of State anxiety; and, the EMAS-Perception scale which provides measures of subject's perceptions of the stressful elements and threat in this high stress situation. In addition, the EMAS-State and EMAS-Perception Scales were also administered in three other situations; a Stage 2-low stress at-home condition (N = 164); a high-stress Stage 3 Pre-Training Examination condition for subjects hired (N = 37); and a high stress Stage 4 condition prior to employees starting work at the Tissue Mill (N = 40).

A marginally significant three-way interaction between social evaluation A-Trait, Avoidance Coping Style and Situational stress was registered over the Stage-1 and 2 conditions (N = 164). This was the most powerful accounting of arousal over any of the conditions of this study. Over all the conditions, two-way social evaluation by condition interactions provided the most consistent accounting of A-State and Threat Perception arousal. Multiple Regression analysis suggested that different combinations of the two variables (A-Trait and Coping Styles) served to form "best fit" equations in accounting for A-State and threat Perception variance over high and low stress conditions. Results were interpreted to support the proposition that using the Interaction Model might increase the efficacy of personnel Selection for Tissue Mills. Future research should directly compare the Interaction Models' predictions of job performance in both Tissue Mill and other stressful work situations with those of other standard Personnel Selection predictors.

17/5/23 (Item 20 from file: 35)
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01289702 ORDER NO: AAD93-08235

**EMPLOYMENT AND THE AMERICANS WITH DISABILITIES ACT: A STUDY OF SURVEY
RESPONSES AS A BASIS FOR PUBLIC POLICY**

Author: MCMAHAN, DAVID BRUCE

Degree: PH.D.

Year: 1992

Corporate Source/Institution: THE UNION INSTITUTE (1033)

Source: VOLUME 54/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 275. 189 PAGES

Descriptors: ECONOMICS, LABOR; POLITICAL SCIENCE, PUBLIC ADMINISTRATION;
SOCIOLOGY, INDUSTRIAL AND LABOR RELATIONS

Descriptor Codes: 0510; 0617; 0629

The Americans with Disabilities Act (ADA) became law on July 26, 1990. Highlights of the new law include civil-rights protections for persons with disabilities in the key areas of employment, public accommodations, transportation, and telecommunications.

This study examines the extent to which survey-based measures of interest in employment indicate the actual follow-through upon a concrete offer of employment assistance. The foundation of the study is the McMahan Survey of almost 3,000 households in Baltimore City and Baltimore County, Maryland. The first phase of the survey identified unemployed persons with disabilities who expressed an interest in having a job. The survey screening **question** used to identify these persons was identical to that used in the 1986 SDA. We asked persons who provided an affirmative **response** to the specific screener **question** about wanting a job whether they would be interested in the services of the Maryland Corporate Partnership (MCP), a nonprofit agency that had hundreds of job openings with local firms. The heart of this work is an examination of the extent to which an affirmative **response** to the 1986 Harris screener **question** about interest in working could be translated into actual follow-through on a concrete offer of employment assistance. The jobs available through the MCP were open to any **qualified** candidate, including persons who might have a disability. These employers agreed to make reasonable accommodations and give preference to **qualified** candidates with disabilities.

The McMahan Survey identified 334 working-age persons with disabilities. Of the 190 who were unemployed, 96 **responded** affirmatively to the **screening question** about wanting a **job**. Among these 96 **persons**, 83 expressed an interest in finding out about MCP job openings. Subsequently, 35 of those 83 persons actually scheduled an appointment to learn about MCP services.

One striking finding of the McMahan Follow-Up Survey is that the demographic differences among employed and unemployed persons with disabilities are not understood. The most interesting finding is that persons who pursued the opportunity for employment were more likely to feel that they were prepared for the job market. One implication is that among persons with disabilities who are not employed, the ADA will help those with greater education and more recent employment experience. The problem of unemployment among the majority of persons with disabilities will continue after the ADA takes effect unless additional measures are taken to target education and job-skills preparedness. (Abstract shortened by UMI.)

17/5/24 (Item 21 from file: 35)

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01238113 ORDER NO: AAD92-26857

**VALUE ORIENTATIONS IN THE SELECTION OF CANDIDATES FOR FACULTY APPOINTMENT
(CANDIDATE SELECTION)**

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Degree: PH.D.
Year: 1992
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Chairman: LAWRENCE S. BERLIN
Source: VOLUME 53/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1413. 217 PAGES
Descriptors: EDUCATION, HIGHER; EDUCATION, SOCIOLOGY OF; PSYCHOLOGY,
SOCIAL
Descriptor Codes: 0745; 0340; 0451

While a number of authors and studies have acknowledged the use of objective and affective normative criteria in the candidate selection process, there is little empirical data which attempts to address the normative process of candidate evaluation in its total. The central **questions** this study attempts to address are: How important are the performance variables of teaching, scholarship, intellect, prestige, interpersonal interaction, and sociological/psychological compatability and their representative value oriented performance indicators when making candidate selection decisions for faculty appointment; compare the faculty perceived importance of these performance variables and their representative value oriented performance indicators across universities and university types.

The study sample consisted of 286 full-time faculty, representing the "pure" fields of Mathematics and Science (N = 177), and the "applied" fields of Liberal Arts (N = 109), employed in either Comprehensive or Regional Universities within one Southwestern States.

Major findings were as follows: (1) Teaching was ranked the most important performance variable by total, gender, division, comprehensive and regional **respondents**. (2) Normative patterns of **response** differed by gender and discipline. Females and Liberal Arts faculty ranked affective variables (i.e. interpersonal interaction) higher than male and Mathematics and Science **respondents** who preferred the more achievement oriented variables and evaluative criteria (i.e. scholarship). (3) Variation of **responses** were most notable among **respondents** by university.

It was concluded that faculty: (1) as a collectivity endorse teaching as the preferred criterion when evaluating candidates for faculty **selection**; (2) affective, subjective and meritocratic criteria are used in the candidate **selection** process; and (3) **individual** institutions (on-the-**job** socialization) seems to account for more variation in **selection** preferences than gender, discipline, or institutional type.

17/5/25 (Item 22 from file: 35)

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01231932 ORDER NO: AAD92-22556

**THE EFFECTS OF DISABILITY-RELATED INFORMATION ON EMPLOYMENT DECISIONS
REGARDING PERSONS WITH DISABILITIES (DISCRIMINATION)**

Author: MILLER, MARIANNE
Degree: PH.D.
Year: 1992
Corporate Source/Institution: UNIVERSITY OF OREGON (0171)
Adviser: JAMES R. TERBORG
Source: VOLUME 53/03-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 880. 201 PAGES
Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT
Descriptor Codes: 0454

This dissertation examines how information about a job applicant's disability influences perceptions of the applicant and subsequent employment decisions. Students in upper-division management courses evaluated applicants in a laboratory experiment which manipulated applicant **qualification** level, disability type, and disability visibility. Characterizations of the **applicant**, **person - job** fit, performance expectations, advancement potential, **screening** decision, and recommended starting salary were the dependent variables.

Multivariate and subsequent univariate analyses of variance showed a significant main effect for applicant **qualification** level on most dependent variables. No main effect was found for disability visibility. Disability type only had a significant effect on applicant characterization. However, exploratory univariate analyses found a significant main effect on most other dependent variables. Covariance analyses controlling for applicant characterization effects found no significant main effect for disability type at either the multivariate or univariate level for any dependent variable. A significant main effect for applicant **qualification** level remained at both levels of analysis. Although disability visibility still had no main effect, it appeared in significant two-way interactions with **qualification** level and disability type.

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CREDENTIALISM AND ORGANIZATION (HUMAN CAPITAL THEORY)

Author: PENOYER-KULIN, LINDA ANNE

Degree: PH.D.

Year: 1991

Corporate Source/Institution: YORK UNIVERSITY (CANADA) (0267)

Supervisor: J. LENNARDS

Source: VOLUME 53/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 322. 279 PAGES

Descriptors: SOCIOLOGY, THEORY AND METHODS; SOCIOLOGY, INDUSTRIAL AND
LABOR RELATIONS; BUSINESS ADMINISTRATION, GENERAL

Descriptor Codes: 0344; 0629; 0310

ISBN: 0-315-65748-0

One of the trends which has been noted by a number of authors is that there has been an increase in educational requirements for jobs in modern organizations. This phenomenon is generally called academic credentialism. While this trend has been generally noted, there is little agreement on why it has occurred in formal (complex) organizations. The purpose of this dissertation is to test the validity of four major alternative explanations or competing models of organizational credentialism.

These four models emerge from an extensive review of the literature undertaken in Chapter two. They are derived, respectively, from human capital theory, technical functionalism, neo-Weberians, and neo-Marxism. It is from these competing models of organizational credentialism as well as from previous tests of them undertaken by researchers reviewed in Chapter three (Gintis, Squires, Collins and Tyler) that a series of exploratory **questions** and hypotheses were developed and tested through descriptive and multivariate statistical techniques. Specifically, contingency table analysis was used to test two **questions** about which cognitive and/or noncognitive skills are the most important job selection skills used by employers from entry-level jobs and to what extent employers believe they are learned from formal education. Both factor analysis and multiple

regression techniques were used to test four hypotheses about the organizational determinants (such as size, type, national orientation) of cognitive and noncognitive job **selection** skills used in the hiring of **individuals** to entry-level **jobs**.

The primary data used in this study, as described in Chapter four, was collected from a random sample of 180 organizations using a purposive, multi-stage cluster design with stratification according to: organizational type; a broad range of industrial groups; and number of employees.

Respondents were senior hiring officials.

The research findings reported in Chapter five give more definitive support to the validity and primacy of the human capital model of organizational credentialism. Little definitive support was found for either Collins' neo-Weberian Status Cultural conflict model of organizational credentialism or the neo-Marxist interpretation of the demand for higher educational **qualification**. Similarly, this study rejects the technical functionalist explanation of organizational credentialism.

17/5/27 (Item 24 from file: 35)
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01217947 ORDER NO: AAD92-07241

WHITE COLLAR CRIMINALITY: A PREDICTION MODEL (PERSONNEL SELECTION, FINANCIALLY IRRESPONSIBLE)

Author: COLLINS, JUDITH M.

Degree: PH.D.

Year: 1991

Corporate Source/Institution: IOWA STATE UNIVERSITY (0097)

Supervisor: PAUL M. MUCHINSKY

Source: VOLUME 52/12-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 6687. 294 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL; PSYCHOLOGY, PERSONALITY;
PSYCHOLOGY, SOCIAL

Descriptor Codes: 0624; 0625; 0451

A prediction model for the purpose of maximally differentiating potential white collar offenders from non-offenders was developed and validated.

The problems today in the selection of personnel for white collar positions are three-fold: the costs of white collar crime are on the increase, the applicant pool for white collar positions is on the decrease, and potential job incumbents often have little or no credit **history** or past work records from which assessments of risk are typically made.

An essential personnel **selection** function, therefore, for the hiring of **job applicants** into sensitive white collar positions is the identification of individuals who may be prone to engage in financially irresponsible acts.

Responses to five self-report instruments by 365 incarcerated white collar offenders and 344 white collar employees holding positions of authority addressed the relationships between three factors: behavioral tendencies of the individuals, their perceptions of personal and work-related situations, and behaviors in past situations.

Forty-nine scales were reduced to 15 scales to form a discrimination function for purposes of classification. The function correctly classified 89.35% of the nonoffenders, and 90.41% of the offenders. Further analyses, based upon the results of the 15 scale discriminant analysis, identified a six factor discriminant model which correctly classified 87.96% of the non-offenders and 85.84% of the offenders. Cross-validation using a

hold-out sample provided evidence for the stability of the weights in the above analyses as well as for an analysis using only male subjects. Base rate issues were addressed. For all of the models, the same two global constructs were identified under which were subsumed the 15 scales (or dimensions) and six scales (or dimensions) of the discriminant functions: extra-curricular activity and social conscientiousness.

17/5/28 (Item 25 from file: 35)

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01172622 ORDER NO: AAD91-27229

A FORECAST OF THE COMPETENCIES REQUIRED FOR EFFECTIVE PERFORMANCE BY INSTRUCTIONAL TECHNOLOGY PRACTITIONERS IN THE YEAR 2000

Author: HEIDEMAN, JAMES GORDON

Degree: PH.D.

Year: 1991

Corporate Source/Institution: WAYNE STATE UNIVERSITY (0254)

Adviser: ALBERT F. STAHL

Source: VOLUME 52/04-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1297. 203 PAGES

Descriptors: EDUCATION, TECHNOLOGY; EDUCATION, CURRICULUM AND INSTRUCTION

Descriptor Codes: 0710; 0727

Job performance results from an interaction of **individual** capabilities and the **job** environment. For job performance to be effective, individuals must **select** and apply certain competencies. While a framework for competency possession and application has been developed for business, there has been little application within the field of Instructional Technology. The purpose of this study was to determine whether a competency framework from business could be applied to the job performance of Instructional Technology practitioners, and to develop a forecast of competencies which will be required for effective performance by Instructional Technology practitioners in the year 2000.

Literature related to competency possession and various futures forecasting methods was reviewed. A key element was the establishment of the relationship between competency possession and the performance of job responsibilities. A futures forecasting methodology was selected and used to gather data for this study. This methodology used a survey **questionnaire** containing 32 job responsibilities which was mailed to 88 Instructional Technology practitioners employed in two areas. Group 1 **respondents** were employed in public education and academia, and Group 2 **respondents** were employed in business industry. The **questionnaire** used a four point scale for **responses**. Sixty-two **questionnaires** were returned for data analysis.

Descriptive statistical analysis was applied which included the computation of mean values, standard deviations, and ranges of **responses** for each **questionnaire** item. Inferential statistical analysis included the use of analysis of variance (ANOVA) and Spearman's rank order correlation coefficient. The resulting futures forecast indicated no significant difference between **response** groups. Results also indicated that the competencies identified in a business framework were applicable for Instructional Technology practitioners. As a result of this study, it is recommended that academic institutions involved in the preparation of future Instructional Technology practitioners emphasize competency selection and application in addition to preparing students to perform the tasks associated with the discipline.

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01132746 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.
**JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT AS PERCEIVED BY COMMUNITY
COLLEGE AND UNDERGRADUATE INSTITUTION PERSONNEL SERVING USAREUR AND USAFE**

Author: HEARN, JAMES JOSEPH

Degree: ED.D.

Year: 1990

Corporate Source/Institution: UNIVERSITY OF SOUTHERN CALIFORNIA (0208)

Chairman: JOHN W. STALLINGS

Source: VOLUME 51/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2215.

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

Purpose. To identify variables that supported or repressed satisfaction and/or commitment among European undergraduate institution employees.

Methodology. A sample of 112 community college and undergraduate personnel **responded** to a survey assessing organizational commitment (via a slightly modified Organizational Commitment **Questionnaire** (OCQ)), job satisfaction (via a slightly modified Job Satisfaction Index (JSI)), and **selected** independent variables under **individual**, **job**, and organizational characteristics. Descriptive statistics, correlations, and coefficients of determination were used to assess the relationships. Statistics were presented for total sample and for administrators, faculty, and classified staff.

Selected findings. Job satisfaction and organizational commitment were consistent with but higher than the literature. Faculty were the most satisfied, and administrators were the most committed. Classified staff were the least satisfied or committed. Satisfaction and commitment were highly correlated for all categories. Individual characteristics indicated weak correlations with satisfaction and commitment except for the total sample's career choice. Job characteristics reflected the current literature. The strongest correlation for all groups was challenging work. Job ambiguity and role conflict were negatively correlated with both dependent variables. Job security was significantly correlated with commitment but not with satisfaction. Organizational characteristics were perceived below "agree" for most variables. Organizational characteristics correlated much higher with commitment than with satisfaction.

Conclusions. (1) The OCQ and JSI is a slightly modified form were successful in measuring satisfaction and commitment. (2) Job satisfaction and organizational commitment have shared properties and may influence each other. (3) Individual variables may be unique to the survey setting. (4) Individual characteristics are difficult to correlate. (5) The perception of challenging work increases the higher a person progresses in an organization. (6) Job characteristics may affect commitment as much as satisfaction. (7) Communication within large geographically separate programs may affect organizational characteristics. (8) Organizational characteristics are stronger at predicting commitment than satisfaction.

Recommendations. (1) Job satisfaction and organizational commitment should be assessed more often especially if abnormally high absenteeism or turnover exists. (2) Characteristics that affect commitment should receive additional examination because of their implications. (Copies available exclusively from Micrographics Department, Doheny Library, USC, Los Angeles, CA 90089-0182.)

17/5/30 (Item 27 from file: 35)
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1069831 ORDER NO: AAD89-17934

EFFECTIVE BEHAVIORAL CHARACTERISTICS OF PRINCIPALS IN PUBLIC RELATIONS WITH PARENTS: A DELPHI STUDY

Author: CORDES, BRANDON MILLIKIN, II
Degree: ED.D.
Year: 1989
Corporate Source/Institution: UNIVERSITY OF CINCINNATI (0045)
Source: VOLUME 50/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1150. 194 PAGES
Descriptors: EDUCATION, ADMINISTRATION
Descriptor Codes: 0514

A study was conducted to deal with the **question** of what school principal behaviors result in positive relations with parents as perceived by parents. Methodology included three rounds in a Delphi technique resulting in the consensus of 34 Ohio PTA Council Presidents. Round one was open-ended and resulted in 520 initial **responses** which were grouped into 74 general descriptive behavioral statements by a panel of three experts; a practicing school public relations specialist, an elementary principal, and a secondary principal. Items as grouped were presented to **respondents** on round two, who were asked to rank each item in order of importance and to provide comments and rationale if desired. Rating frequency feedback was provided to **respondents** on round three along with comments and rationales from round two. All 34 **respondents** persisted on round three and **responses** were analyzed using frequency distributions and weighted vote tallies for each item and the items as a whole. Relative deviate scores were employed to identify vital and non-vital behaviors which addressed the **question** at hand. Findings produced 6 vital behaviors, 14 non-vital behaviors, and 54 behaviors which did not earn consensus. The preponderance of vital behaviors fell into the interpersonal domain and the majority of non-vital items reflected specific actions or activities which involved nominal involvement on an interpersonal level. This study provides a general picture of the most effective means for achieving good principal-parent relationships. It also suggests avenues for curriculum and experiential activity development in the training of administrators and may help in **selecting applicants** for training or **employment**. An improvement in principal-parent relations and benefits for a variety of stakeholders can be anticipated with appropriate implementation of the findings.

17/5/31 (Item 28 from file: 35)
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1031101 ORDER NO: AAD88-23805

THE INFLUENCE OF SOCIALLY DESIRABLE RESPONDING ON BIOGRAPHICAL DATA OF APPLICANT VERSUS INCUMBENT SAMPLES: IMPLICATIONS FOR PREDICTIVE AND CONCURRENT RESEARCH DESIGNS

Author: HOGAN, JAMES BAKER
Degree: PH.D.
Year: 1988
Corporate Source/Institution: UNIVERSITY OF GEORGIA (0077)
DIRECTOR: GARNETT STOKES
Source: VOLUME 49/09-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 4052. 120 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL
Descriptor Codes: 0624

Though the validity of biographical data are widely recognized, concern over biodata **response** accurately persists owing to its reliance on self-reports of past behaviors and experiences. Self-presentation **response** bias is a particular concern in **selection** contexts where **job applicants** are motivated to appear in a favorable light. Traditional wisdom holds that motivational differences between applicants and incumbents make concurrent validities poor substitutes for predictive validities. Recently, however, researchers have **questioned** the supposed superiority of predictive designs, at least for the validation of cognitive predictors.

The present study hypothesized that (1) applicants competing for jobs would show greater levels of socially desirable **responding** (SDR) to a biodata inventory as compared to incumbents, and (2) SDR would attenuate the validity of a biodata key empirically derived in a predictive validation study (with no similar finding expected for a key derived in a concurrent study).

Biodata were available for 2,262 incumbent sales representatives and for 2,726 applicants for sales positions within the same company. Incumbents were participants in a concurrent validation study and applicants completed the inventory as part of a supplemental application form. SDR was operationally measured by the discrepancy between applicant and incumbent biodata item **responses** as a function of rated item desirabilities. Descriptive and correlational analyses at both item and component levels were used to test the first hypothesis. Multiple regression analyses were used to develop predictive and concurrent scoring keys, and the influence of SDR on validity was assessed through statistical control.

Results supported the first hypothesis of significant applicant SDR. No support was obtained for the second hypothesis. Indeed, SDR appeared to be somewhat predictive of criterion behavior. Considerable differences were present in scoring keys developed through the alternative validation designs. As a direct result, agreement between model predictions within the applicant sample was poor. It was concluded that (1) within a sales selection context, at least, SDR may be related conceptually to criterion behavior and, therefore, no empirical argument for its control is justified, and (2) recent assertions of the equivalence of predictive and concurrent validations of cognitive predictors should not be generalized to the empirical development and validation of biographical data.

17/5/32 (Item 29 from file: 35)
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1029784 ORDER NO: AAD88-25744

A STUDY OF THE TEXTBOOK SELECTION PROCESSES USED IN OREGON SCHOOL DISTRICTS

Author: HANSON, MARVIN KEITH

Degree: PH.D.

Year: 1988

Corporate Source/Institution: UNIVERSITY OF OREGON (0171)

ADVISER: DENNIS PATANICZEK

Source: VOLUME 49/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2521. 241 PAGES

Descriptors: EDUCATION, CURRICULUM AND INSTRUCTION

Descriptor Codes: 0727

This study examined aspects of textbook selection processes used in Oregon school districts. The following concerns were studied: (a) how

Oregon textbook **selectors** view the importance of certain criteria; (b) the extent to which **individuals** in different **job** positions and different size school districts view the importance of **selected** criteria; (c) sources of information used; (d) methods used to select persons for textbook selection; (e) the types of training provided and the influence training has on perceptions of competence; and (f) the extent to which committee members are satisfied with the selection processes and elements that contribute to their satisfaction.

Permission to contact persons selecting textbooks was granted by 192 districts. A total of 833 persons completed **questionnaires**, resulting in a 70% return rate. Interviews were conducted with 25 individuals, who represented a stratified sample of the **responding** population.

Twenty-two selection criteria were rated by the **respondents**. These **responses** were categorized by the size of district and according to the roles of administrators, secondary teachers, and elementary teachers. A one-way analysis of variance was used to compare the importance of ratings assigned by each of these subgroups to the different criteria.

Overall, **respondents** viewed the selected criteria as important in textbook selection. Significant differences in the means were found most often for pairings involving the largest districts. For persons in different job roles, mean differences occurred more frequently for pairings involving secondary teachers.

Most persons had received training in textbook selection at some point in their educational career, frequently in the form of district inservice training. **Respondents** receiving training rated their own competence significantly higher than those not receiving training. Persons trained at an institution of higher education rated their competence highest.

Several factors influenced personal satisfaction with textbook selection processes. Those receiving some type of compensation rated their level of satisfaction significantly higher than individuals who did not receive compensation. Interview **respondents** indicated that time allowed, structuring of the process, composition of the committee, provision of training, and the manner in which committee recommendations are treated can influence satisfaction.

17/5/33 (Item 30 from file: 35)

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0992913 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.

ACADEMICS IN DISTANCE EDUCATION: A SOCIALIZATION PERSPECTIVE

Author: MCGUIRE, SHARON MARIE

Degree: PH.D

Year: 1988

Corporate Source/Institution: UNIVERSITY OF ALBERTA (CANADA) (0351)

Source: VOLUME 49/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1022.

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

The purpose of this study was to examine the transitional experiences of faculty members as they adapt to the role requirements of a distance education university. Four exploratory **questions** guided this study: (1) What factors led to the initial career choice in distance education? (2) What was the nature and the impact of encounter experiences for academics entering a distance education faculty? (3) How do academics perceive themselves as they fulfill their roles as distance educators? (4) What are the implications for researchers and policy makers in the fields of educational administration and organizational behavior?

Conceptually, the study **questions** were approached from the perspectives of work transitions and organizational socialization. Methodologically, an ethnographic approach was used in this study, which allows the researcher to use the culture of the setting and the personal accounts of population members of account for socially acquired learning. Athabasca University in Athabasca, Alberta, Canada was the field chosen in which to conduct this study. Data was gathered from indepth interviews with organizational members and from documentary evidence. The data were analyzed on an on-going basis to determine transitional experiences as perceived by academic members and the impact of these experiences on role adaptations.

New faculty members encountered organizational tasks and an organizational environment that differed from similar previous experiences, requiring the adoption of new behavioral **responses** and coping strategies. As newcomers adapted to the new environment, they encountered an organization which was also experiencing the problems of change. These problems had a synergistic effect on the complexity and stressfulness of the socialization process. After two to four years in the environment, most **respondents** had not achieved a "comfortable fit" within the institution.

The findings and conclusions of this study have implications for administrators in considering the criteria for **selecting applicants**, **employment** interview practices and orientation and training of new professional staff members.

17/5/34 (Item 31 from file: 35)

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935454 ORDER NO: AAD86-28016

THE RELATIVE INFLUENCE OF INTERVIEWEE COMMUNICATION BEHAVIOR, JOB APPLICATION, AND JOB DESCRIPTION UPON SIMULATED PERSONNEL SELECTION DECISIONS

Author: RALSTON, STEVEN MICHAEL

Degree: PH.D.

Year: 1986

Corporate Source/Institution: INDIANA UNIVERSITY (0093)

Source: VOLUME 47/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2801. 145 PAGES

Descriptors: SPEECH COMMUNICATION

Descriptor Codes: 0459

Extant research presents a dichotomy concerning the relative importance of a **job candidate**'s application credentials and his or her interview communication effectiveness upon personnel **selection** decisions. Some studies suggest that a candidate's written credentials are the most influential factor affecting chances of employment. On the other hand, there is considerable evidence which indicates that it is the applicant's interview communication behavior that significantly influences an employer's hiring decisions. Recent investigation indicates, however, that the relative importance of the above mentioned job candidate information may be dictated by which type of information the interviewer believes to be critical to the proper performance of the duties associated with a given position.

In order to test this assumption, a study was conducted using 249 students drawn from basic communication classes at Indiana University. Subjects were placed into one of three experimental conditions: communication-relevant, communication-irrelevant, and brief description only. Each condition reflected the importance of effective job candidate communication skills to the performance of a hypothetical job. After the

three conditions were established the subjects evaluated one of two applications (**qualified** or unqualified) and viewed either a communication-effective or communication-ineffective interviewee presented on a videotaped interview. A 3 x 2 x 2 (job description x application x interview) analysis of variance was performed for two dependent variables: ability to perform the duties of the position and hiring recommendation.

The data analysis revealed that in all conditions, the communication-effective interviewee was evaluated more favorably on both dependent criteria than the ineffective interviewee, regardless of the candidate's application **qualifications** . However, subjects in the communication-irrelevant group tended to be less critical of ineffective interviewees and more harsh on the effective interviewees than subjects in the other two experimental conditions. Moreover, the communication-irrelevant group appeared to overestimate the **qualified** applicants' credentials compared to the assessments given by subjects in the communication-relevant and brief description only conditions.

17/5/35 (Item 32 from file: 35)
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914440 ORDER NO: AAD86-07653

**THE EFFECTS OF PRE-INTERVIEW PUBLICITY IN THE SELECTION INTERVIEW PROCESS
(HYPOTHESIS TESTING, RESUME QUALIFICATIONS , EXPECTANCY CREATION,
INTERVIEW EFFECTIVENESS, COMMITMENT TO DECISIONS)**

Author: LAUE, FRANCES JEANNE

Degree: PH.D.

Year: 1985

Corporate Source/Institution: COLORADO STATE UNIVERSITY (0053)

Source: VOLUME 47/02-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 831. 151 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

Dipboye (1982) proposed that an interviewer's commitment to a job applicant may be fostered by the publicity of pre-interview ratings and that this commitment may lead to a self-fulfilling prophecy. As a test of this thesis, the employment interview was examined in a laboratory setting where subjects' pre-interview expectancies of a job applicant were either confirmed or disconfirmed by the applicant's interview performance. The experimental design was modelled after the employment selection process with a videotaped simulation representing the interview. The independent variables were: applicant **qualifications** (poor vs. good), applicant interview effectiveness (good vs. poor), and level of publicity of subjects' pre-interview ratings of the applicant (no-rating, private, public). The three independent variables were crossed in a 2 x 2 x 3 factorial design. Dependent measures included ratings of applicant suitability, type of interview **questions** chosen by the subjects, and performance on two recall tasks. The subjects, 134 college undergraduate students acting as interview decision-makers, were instructed to (a) preview application materials, (b) make ratings of applicant suitability dependent on experimental condition (i.e., none, private, public), (c) **select questions** for the **job applicant** , (d) view the videotaped scenario, (e) make final evaluations and hiring recommendations, and (f) **respond** to a free recall and a cued recall task pertaining to information available from the application materials and/or the interview.

The results did not provide support for the hypotheses that subjects would use a confirmatory **questioning** strategy or that publicity

would produce commitment to the initial ratings given to an applicant. These data highlight the importance of the applicant's interview effectiveness in the determination of the final suitability decisions ($(\omega)^2 = .49$), and replicate findings of McDonald and Hakel (1985) and Sackett (1982). The effects of the publicity manipulation upon the various dependent measures were rather weak and inconsistent yet do indicate that publicity may be a factor to be considered in future research and discussion of the interview process.

17/5/36 (Item 33 from file: 35)
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873469 ORDER NO: AAD85-03842

EFFECT OF CANDIDATE GENDER ON PERSONS SELECTED IN AN EMPLOYMENT SIMULATION

Author: LARSON, DARLENE G.

Degree: ED.D.

Year: 1984

Corporate Source/Institution: NORTHERN ILLINOIS UNIVERSITY (0162)

Source: VOLUME 45/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3499. 184 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

The problem of the study was to determine whether knowledge of the gender of job applicants significantly influenced decisions regarding promotion to administrative positions in public education. A simulated hiring situation was established wherein superintendents were asked to recommend that a candidate be either interviewed or rejected for a principalship.

In an experimental design the researcher sampled two hundred randomly selected male superintendents in the state of Illinois by having them examine six credential packets for candidates for a principalship and selecting the three preferred candidates. The credential packets consisted of three sets of matched pairs with two outstanding candidates, two mediocre candidates, and two poor candidates. One hundred **respondents** were randomly assigned to a control group with no knowledge of each candidate's gender, and one hundred **respondents** were randomly assigned to an experimental group with knowledge of each candidate's gender. The independent variable was represented by the differences in treatment. The dependent variable was represented by the hiring authority's simulated recommendation to interview or reject the candidates in **question** for a principalship. Of the 200 superintendents in the sample, a total of 162 returned a valid **response** sheet.

Six hypotheses were tested related to the following variables: (1) knowledge of gender and promotion decisions, (2) age of **respondent** and gender preference, (3) administrative experience and gender preference, (4) type of school district and gender preference, (5) district size and gender preference, and (6) educational level and gender preference. Data were tabulated and analyzed applying the Chi Square statistical test of independence for each null hypothesis. The total number of males chosen in the form of frequencies in categories was established and compared with frequencies related to a second variable. Results were interpreted to determine if each Chi Square test of independence value was statistically significant on the basis of an .05 alpha.

Statistical analysis of the data revealed no significant difference on any of the variables tested. There was some degree of consistency suggesting trends among the results, but each null hypothesis

was retained, ruling out any significant conclusions regarding the effect of candidate gender in simulated hiring situations in education.

17/5/37 (Item 34 from file: 35)
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850863 ORDER NO: AAD84-18217
DRESS, CREDENTIALS AND RATER'S SEX IN EVALUATION OF PHYSICALLY IMPAIRED JOB APPLICANTS

Author: RAY, GERALDINE HENDERSON
Degree: PH.D.
Year: 1984
Corporate Source/Institution: VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY (0247)
Source: VOLUME 45/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1317. 109 PAGES
Descriptors: EDUCATION, HOME ECONOMICS
Descriptor Codes: 0278

The purpose of this study was to investigate the interplay of dress and **qualifications** of physically impaired males in a simulated employment-screening situation. The research design was a 3 x 2 x 2 factorial, with the independent variables being applicant's appropriateness of dress (high, moderate, low), applicant's credentials (high, low) and respondent's sex (male, female). A physical impairment was simulated by having the model sit in a wheelchair.

Hypotheses tested were that the independent variables (appropriateness of dress, credentials and respondent's sex) would not affect ratings on personal characteristics, assignment of entry level salary or decision to hire the applicant.

Ninety-four persons employed in management positions rated, on five-point scales, a bogus physically impaired male job applicant. Folders containing instructions, a job description, a 5 x 7 inch color photograph of the applicant, a personal data sheet and the rating scales were randomly assigned to the respondents who evaluated only one job applicant.

A three-way multivariate analysis of variance was performed on the eleven personal characteristics as a group. Both dress ($F = 2.18$, $P < .0034$) and credentials ($F = 5.35$, $P < .0001$) had a significant effect on ratings. The model was rated higher on all eleven personal characteristics when more appropriately dressed and with higher credentials. Sex of the respondent was not significant, nor were there significant interactions. Three-way analysis of variance was used to test the effect of the independent variables on recommendation to hire and entry level salary. Recommendation to hire was affected by dress ($F = 13.47$, $P < .0001$) and by credentials ($F = 9.46$, $P < .0029$). Entry level salary was affected by dress ($F = 4.00$, $P < 0.0220$) but not by credentials ($F = 3.26$, $P < 0.0745$). Sex of the rater had no effect on either recommendation to hire or entry level salary assignment.

From the findings of the study, one may conclude that dress as well as credentials have a definite affect on decisions made during the job- **screening** process of a physically impaired **job applicant**. These findings support similar research with unimpaired **job applicants** and reinforce the importance of dress as a factor in self-presentation.

17/5/38 (Item 35 from file: 35)
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825253 ORDER NO: AAD83-24745

THE PROCESS AND STRUCTURE OF STUDENT CHARACTERISTICS FORMATION IN JAPANESE HIGHER EDUCATION

Author: MARUYAMA, FUMIHIRO

Degree: PH.D.

Year: 1983

Corporate Source/Institution: MICHIGAN STATE UNIVERSITY (0128)

Source: VOLUME 44/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2060. 224 PAGES

Descriptors: EDUCATION, HIGHER

Descriptor Codes: 0745

This study deals with characteristics of Japanese college students majoring in economics. It tries to **answer** the following **questions** : (1) What are the characteristics of these students who are majoring in economics? (2) What determines their attitudes toward learning, values about learning, motivation for learning, aspirations for future employment? (3) How do Japanese colleges impact on student characteristics?

Analyzing the data collected on a **questionnaire** survey administered to a sample of 500 students of economics in five different types of higher educational institutions in the Nagoya area of Japan, yielded the following major findings: (1) Economic students, in general, are not strongly motivated for college academic learning. (2) They are vigorously career-oriented, but they are not so interested in politics, student movements, and religion. (3) Those students do not think that training for vocational skills in college is important for themselves despite their strong career orientation. (4) They regard Japan as a "sponsored mobility" type society as far as social selection is concerned. (5) There is an inverse relationship between degree of selectivity of the higher educational institution and the orientation toward getting good college grades.

This study assumes that these characteristics of economic students can be explained by the following factors: (1) A social norm of upward mobility: this study argues that a "sponsored mobility" type norm is prevailing in Japan where major selection of people is finished at entrance into college. (2) The meaning of a college degree: employers tend to use the reputation of the college from which the student graduated as a **screening** device for **employment** rather than the **individual**'s academic achievement. (3) The internal structure of higher education: the structure is consistent with a sponsored mobility norm; hence, students are likely to lose their motivation for college learning. The features of these three factors are major determinants of student characteristics.

17/5/39 (Item 36 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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778097 ORDER NO: AAD82-11937

THE IMPACT OF RATER-RATEE SIMILARITY IN THE SELECTION OF JOB APPLICANTS

Author: GLICK, WILLIAM HOWER, JR.

Degree: PH.D.

Year: 1981

Corporate Source/Institution: UNIVERSITY OF CALIFORNIA, BERKELEY (0028)

Source: VOLUME 42/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 5179. 387 PAGES

Descriptors: BUSINESS ADMINISTRATION

Descriptor Codes: 0310

Rating procedures used for **selecting** among **job applicants** may be affected by similarity of rater and ratee on job-irrelevant dimensions (e.g., race, sex, social affiliations, hometown). In many situations, the effect of similarity on ratings may lead to discriminatory hiring practices and/or selection of personnel less **qualified** than other applicants. Although similarity-rating research occasionally finds the predicted positive effect of similarity on ratings, non-significant and even negative similarity-rating relations are also observed.

The major objective of this project is to identify the various conditions under which the similarity-rating relation is positive, negative, or non-existent. Different conditions are suggested for limiting or reversing the sign of the predicted similarity-rating relations by each of four social psychological models: reinforcement-attraction (Byrne, 1971); balance (Zajonc, 1968); uncertainty-reduction (Salancik & Pfeffer, 1978); and contextual cognitive consistency, an extension of the balance and uncertainty reduction models. These models are contrasted by manipulating these conditions in an experimental simulation of the rating process using students in Introductory Organizational Behavior classes as raters. The rating task involves evaluating mock resumes and letters of recommendation.

Results indicate **qualified** support for a contextual cognitive consistency model of the similarity-rating relation. Raters prefer candidates who are similar to themselves, but contrary to predictions, the similarity-rating relation was not moderated by experimental manipulation of rater's self-rating. However, this relation was moderated by the associated manipulation check, a five-item questionnaire measure of the rater's self-rating. This latter finding provided equivocal support for balance theory and the first similarity-rating process appears to be mediated by rater's uncertainty in rating a particular candidate.

These results suggest that training raters to uniformly deflate their ratings of similar others (Latham, Wexley, & Purcell, 1975) might be replaced with other forms of rater training to avoid similarity effects. These implications are tempered by the necessity to confirm many of the exploratory analyses and overcome some of the methodological flaws. Future research should also be more concerned with generalizability.

17/5/40 (Item 37 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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777740 ORDER NO: AAD82-10821

**PUBLIC POLICIES AT LOGGERHEADS: THE EFFECT OF EQUAL EMPLOYMENT OPPORTUNITY
LEGISLATION ON UNIONS**

Author: WESMAN, ELIZABETH CLAIRE

Degree: PH.D.

Year: 1982

Corporate Source/Institution: CORNELL UNIVERSITY (0058)

Source: VOLUME 42/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 5268. 168 PAGES

Descriptors: SOCIOLOGY, INDUSTRIAL AND LABOR RELATIONS

Descriptor Codes: 0629

The purpose of this study is to examine organizational and policy implications of Equal Employment Opportunity legislation, court cases, consent decrees, and Affirmative Action mandates for unions. The Brotherhood of Railway, Airline and Steamship Clerks (BRAC) serves as a case study.

An integration of organizational behavior, industrial relations, and legal literature is used to construct a detailed model of organizational (union) reaction to environmental change. Hypotheses are derived encompassing variables in the model. Support is then sought for the model and the hypotheses through data collection and analysis.

Data were collected initially through structured interviews with union leaders, management representatives, and a sample of union members, and from documentary materials (collective bargaining agreements and "in-house" union literature). Subsequent data on members' attitudes, perceptions and behaviors (intended and actual) were collected by means of a **questionnaire** mailed to each of 350 BRAC members from Chicago, Illinois. The sample was **selected** to include **persons** in all **job** categories represented by BRAC and to include male and female, minority and non-minority employees.

Statistical support for the specific hypotheses proposed is modest. The interviews and documentary research provide better support for the general model, however, and suggest that with further modification it can constitute a useful tool for subsequent research in the area of inter- and intra-organizational **response** and adaptation to environmental change.

17/5/41 (Item 38 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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773254 ORDER NO: AAD82-07214

A NEEDS ANALYSIS OF OHIO SCHOOL BOARDS REGARDING SUPERINTENDENT SEARCH SERVICES

Author: LEHMAN, FLORENCE COMPTON

Degree: PH.D.

Year: 1981

Corporate Source/Institution: THE OHIO STATE UNIVERSITY (0168)

Source: VOLUME 42/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4230. 201 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

Securing sound education leaders for Ohio school districts is an important task, for school boards. A cogent concern for professional educational organizations is the identification of specific needs that school board members have as they recruit and select school leaders.

The goal of this research study was to determine what needs Ohio school boards had as they began the process of recruitment and selection for a school superintendent, how these needs were being met, and what professional educational support organization provided service to school boards.

Investigative **questions** for this study were to determine school board superintendent recruitment and selection needs; to determine whether traditional recruitment procedures were used; to determine if the use of a consultant affected the number of applicants for the position; and to assess the effectiveness of search services.

School boards in the State of Ohio were surveyed by means of a twenty-one item **questionnaire**. A sampling of 431 school districts, 60% replied. Analysis of the data was made utilizing frequency distribution, cross tabulations of selected variables, and by using Statistical Package Computer Program for the Social Sciences. Findings were separated into categories of those **respondents** who had previously served on a search committee from those **respondents** who had not served.

Findings indicated that school boards perceived their recruitment

and **selection** needs to be in securing assistance in writing the job criteria, developing the **job** description, **screening candidates** to finalists, investigating finalists' background, interviewing finalists, and assisting the board in making the **selection** of the superintendent.

A composite profile of school board presidents was developed complete with a listing of their perceptions and needs for the superintendent search process. A description of how school boards utilize various consultants was made. Figures indicating the effectiveness measure of search consultants are presented. A section of written comments and suggestions by board presidents is provided. The study concluded with a list of summary recommendations, and suggestions for practice. Suggested future research efforts were also identified.

17/5/42 (Item 39 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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767859 ORDER NO: AAD82-02648

PERSONAL ACCOMMODATION TO EDUCATIONAL ORGANIZATIONS AND ITS RELATIONSHIP TO JOB MOBILITY: A FOLLOW-UP STUDY

Author: LESANI, MEHDI

Degree: PH.D.

Year: 1980

Corporate Source/Institution: UNIVERSITY OF MISSOURI - COLUMBIA (0133)

Source: VOLUME 42/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3370. 166 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

Purpose of the study. The purposes of this study were: (1) to ascertain whether or not a 1974 sample of school principals after six years still approximates the Presthus and Pruden ideal model of personal accommodation to complex organizations, (2) to analyze personal accommodation changes during the period from 1974 to 1980, (3) to assess any relationship between personal accommodation pattern and job mobility factors.

Procedures. The original sample from a study completed at UMC by Evans in 1974 was followed up by using the Organizational Typology **Questionnaire** (OTQ). This instrument determines modes of personal accommodation of individuals to organizations on the basis of four attributes: (1) job satisfaction, (2) career anchorages, (3) alienation, and (4) cosmopolitanism. A number of statistical procedures was employed to analyze the collected data. Hierarchical grouping analysis was used to classify the subjects as upward mobile, ambivalent, or indifferent. The distinctness of these groups was assessed by means of multiple-discriminant function analysis. Relationships were examined between personal accommodation and (1) **selected** demographic data and (2) **job** mobility information of **individual respondents** using chi-square tests.

Findings. (1) The **responding** individuals placed into three groups by hierarchical grouping analysis approximated the Presthus and Pruden ideal theoretical model of personal accommodation to complex organizations. (2) There were significant differences among the three empirically formed groups' personal accommodation. (3) The selected demographic factors (position title, district size, education level) appeared to be independent of personal accommodation. (4) The types of personal accommodation changed significantly over the period of six years from 1974 to 1980. (5) The job mobility factors of the **respondent** individuals were found unrelated to the three types of personal

accommodation or changes in personal accommodation. (6) There was no relationship between mobility and completion of additional degree.

Conclusions. (1) The sample of educational administrators in 1974 and 1980 tend to adopt a personal accommodation to the educational organizations comparable to the personal accommodation in business and industry. (2) The degree of approximation of the personal accommodation modes to the ideal model tends to be lower than that found in business and industry. (3) The hierarchical grouping technique appears to produce better approximation than clustering analysis. (4) Personal accommodation appears to change over time. The most likely change is from ambivalency to upward mobility. (5) Personal accommodation is unrelated to selected demographic data (position title, district size, educational level). (6) Personal accommodation and changes in personal accommodation are independent of job mobility factors of vertical mobility, place movement, horizontal mobility, and number of job changes. There is also no relationship between mobility and additional degree earned.

17/5/43 (Item 40 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online
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761138 ORDER NO: AAD81-20974

THE IMPACT OF JOB STRESS AND PERSON-ENVIRONMENT FIT ON PSYCHOLOGICAL AND PHYSIOLOGICAL STRAIN OF SCHOOL SITE ADMINISTRATORS

Author: HUGHES, KATHRYN PADOVANO

Degree: PH.D.

Year: 1981

Corporate Source/Institution: UNIVERSITY OF CALIFORNIA, LOS ANGELES (0031)

Source: VOLUME 42/06-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2403. 188 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

As the political, social, and economic changes facing the school reach unprecedented levels of complexity, the school site administrator must operate in a potentially stressful situation most of the time. Although some stress can be beneficial, stress perceived by the principal engenders physiological and psychological strain, as well as potential illness. Authorities believe that the public school administrator has one of the most difficult tasks in our society, attributed to an unrelenting pace complicated by constant stressful incidents. In addition to the myth about the infallibility of the school as a corrector of social ills, changes in society and education itself have stimulated new pressures, new approaches, and new value systems that create an unprecedented role for the school site administrator.

This study finds the interrelationships among job stresses in the work environment, individual needs of the administrator, and resulting psychological and physiological strain.

The sample is taken from 53 elementary, 14 junior high, one junior-senior high, and seven high schools in the Long Beach Unified School District. A total of 123 **questionnaires** were sent to school site administrators in the Long Beach Unified School District. Ninety-three school site administrators **responded** (76% of the total sample). Characteristics of the sample can be described as a person about 50 years of age, with a master's degree, who has been on the job in the same position for between one and five years, earning between \$25,000 to \$30,000, and on these gross earnings, supporting himself or herself and two dependents.

Established measures of stress, strain, and illness were available from Job Demands and Worker Health (Caplan, et al., 1975) and modified to fit the needs of the present study.

Both univariate analysis and bivariate correlational analysis were used in the analysis of the data. The statistical procedure for the univariate analysis is Frequencies, which calculates descriptive statistics and generates tabular reports of absolute and relative simple frequency distributions. The statistical procedure for the bivariate correlational analysis is the Pearson Correlation. Correlational analysis was employed to determine which variables were significantly associated ($p < .01$) with **selected** stress, strain, and illness variables. These variables include the following: workload, responsibility for **persons**, 1job complexity, role conflict, role ambiguity, job future ambiguity, job dissatisfaction, workload dissatisfaction, boredom, somatic complaints, depression, anxiety, irritation, and illness.

The findings in this study clearly indicate that the school site administrator feels that he/she has a heavy workload and little time to accomplish tasks, with very little time to think. Only half of the administrators in the sample feel satisfied with their jobs, and the majority of school site administrators have trouble sleeping at night. Many aspects of the administrator's job are satisfactory, but it also is obvious that the job environment is a stressful one. It seems that ambiguous definitions of job responsibilities cause the greatest amount of stress to school site administrators.

This study revealed that job stress has some negative effects on administrators in the Long Beach Unified School District. By altering job stress and improving the job environment, strain and illness can possibly be prevented.

There is a need for evaluations of the many different attempts to improve job design in such a way as to humanize work. Further research is needed on how to change job stresses and how to improve the fit between the person and the job.

17/5/44 (Item 41 from file: 35)

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759856 ORDER NO: AAD81-21933

RAINBOW: AN EVALUATION OF THE HIRING PROCESS

Author: HERBERT, SAMUEL ALFRED

Degree: PH.D.

Year: 1981

Corporate Source/Institution: CALIFORNIA SCHOOL OF PROFESSIONAL
PSYCHOLOGY, BERKELEY (0039)

Source: VOLUME 42/05-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2059. 105 PAGES

Descriptors: PSYCHOLOGY, CLINICAL

Descriptor Codes: 0622

This study explored a company's problem in the selection of job-**qualified** in-the-home, part-time employees. Purpose of this study was to determine those personality traits and perceptions of job applicants seeking employment for in-the-home, part-time sales work.

The Sixteen Personality Factor (16PF) **Questionnaire** was administered to 100 persons who **responded** to a newspaper ad offering part-time employment. The sample consisted of 44 females and 56 males, with an average age of 24.4 years and educational level of 12.4 years. A method developed by Kidd and Kidd (1980), Experimental Expressions, was used to examine data obtained from follow-up interviews of 10 randomly **selected**

participants.

Multiple regression and condescriptive analysis revealed that an **applicant** who returned for **job** training was more likely to have a tendency to be outgoing, imaginative, astute, and self-sufficient. The applicant was more likely career-minded, married, and a recruit. These variables accounted for 16% of the variance ($R^2 = 0.1551$). Follow-up interview data indicated that applicants were curious about the company, desired a managerial position, were interested in commission, and believed in the company and its product. Analysis of the group data and the individual interviews data provided similar perspectives regarding being career-minded and self-sufficient. However, the above data revealed differences regarding marital and recruit status.

Implications of the research emphasized the positive aspect of the company presenting managerial opportunities to job applicants during the hiring process. The demonstration of the company product and the discussion of potential financial rewards were critical decision points for the applicants. It appeared that the company would be wise to stimulate curiosity about the employment, since people who are curious were more likely to pursue employment with the company. Since the prospect of commission was the only option chosen by applicants, it appeared that the company preference for it was well-founded.

17/5/45 (Item 42 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online
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732930 ORDER NO: AAD80-28617

**THE DIFFERENTIAL EFFECT OF EQUAL EMPLOYMENT POLICIES ON SEX STEREOTYPES
ATTRIBUTED TO MALE AND FEMALE JOB APPLICANTS**

Author: HARRIS, SHARON

Degree: PH.D.

Year: 1980

Corporate Source/Institution: IOWA STATE UNIVERSITY (0097)

Source: VOLUME 41/06-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 2371. 114 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

The present study investigated the effect of affirmative action and equal employment opportunity policies on attitudes toward women who are hired into organizations that practice such policies. Managers attending continuing education courses served as subjects and evaluated bogus resumes for job applicants for managerial bank positions. The subjects were presented a case study in which two of the job applicants had already been **selected** for two managerial positions. In addition to rating the managerial characteristics of the **selected job** applicants, the subjects also rated the person who made the hiring decision.

The independent variables manipulated in the study were (1) sex of hired person, (2) type of job (vice-president and assistant vice-president); and (3) type of organizational employment policy. The dependent variables were the managerial characteristics attributed to the hired persons and the person who made the hiring decision.

It was predicted that when the female applicant was selected for the superior managerial position in an organization that practices equal employment opportunity, she would be perceived as possessing fewer managerial characteristics than the female applicant hired in the control condition. While the prediction of differential ratings for female applicants was not supported, a manipulation check revealed differential ratings for the item, "How much pressure do you think the bank president

was under in making the decision?" The person making the hiring decision was perceived as being under the most pressure when the organization espoused a strong affirmative action policy. This was true when the male applicant was hired, as well as when the female applicant was hired. Ratings for the person making the hiring decision did not differ by type of employment policy. This finding along with the results of the manipulation check has implications for employees' attitudes toward policy makers compared with attitudes toward policy implementers.

It was also predicted that the female applicants in all employment policy conditions would be evaluated less favorably than the male applicants in each corresponding condition. The results of the data analysis revealed no significant differences with a trend toward the female being evaluated more favorably than the male. This finding is explained by "evaluation apprehension". The reaction of the subjects to the superior and "unusual for a woman" **qualifications** of the female applicant also account for the results of the study.

As an exploratory research project, the results provoke suggestions for further research. Therefore, some recommendations for future research on the effect of equal employment opportunity policies on attributions toward women hired into management positions are discussed.

17/5/46 (Item 43 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online
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697711 ORDER NO: AAD80-24343

**THE EFFECTS OF VOCAL ACTIVITY AND RACE OF APPLICANT ON THE JOB
SELECTION INTERVIEW DECISION**

Author: BYRD, MARQUITA LA VON

Degree: PH.D.

Year: 1979

Corporate Source/Institution: UNIVERSITY OF MISSOURI - COLUMBIA (0133)

Source: VOLUME 41/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1834. 161 PAGES

Descriptors: SPEECH

Descriptor Codes: 0459

The investigation reported here sought to **answer questions** about the function of applicant vocal activity and race in the job selection interview. One general hypothesis was posited: interviewer evaluations are a function of the vocal activity and race of applicant.

Specific hypothesis 1 was relevant to the race variable: interviewer evaluations of black applicants would be different from the evaluation of white applicants. Specific hypothesis 2 suggested that the interviewer scores of applicants exhibiting high vocal activity would be more favorable than interviewer scores of applicants exhibiting low vocal activity.

In a 2 x 2 factorial design, students in introductory management courses (N = 301) viewed one of four interviews. The interviews were of the following composition: black applicant, high vocal activity; black applicant, low vocal activity; white applicant, high vocal activity; and white applicant, low vocal activity. Vocal activity was represented by two tape-recorded interviews, one with the applicant reading 70 percent of the lines and one with the applicant reading 50 percent of the lines. Race of applicant was manipulated by using a slide of a black male applicant and one of a white male applicant. Multiple regression was used to analyze data generated from the investigation.

The general hypothesis was confirmed with the combined effects of vocal activity and race accounting for 31 percent of the total variance in

interviewer evaluations. Of the two variables, vocal activity contributed 11.79 percent of the total 31 percent variance and race accounted for 8 percent of the total.

The hypothesis concerning race, specific hypothesis 1, was also confirmed. There was a significant difference between the interviewer evaluations of black and white applicants with black applicants receiving the highest mean rating. Specific hypothesis 2 was accepted with the mean interviewer score for applicants exhibiting high vocal activity being more favorable than the mean interviewer scores of applicants in the low vocal activity condition.

Conclusions from the study were as follows: (1) Under experimental conditions, applicant behavior was more important than applicant characteristics; (2) Interviewer evaluations increase with an increase in vocal activity; (3) Race remains an important, but ambiguous, variable in interviewer evaluations.

Results suggested certain implications for both interviewers and interviewees. The first was that to a limited extent, applicants can have more effective evaluations by exhibiting the proper communication behaviors in an interview. The results of interviews are not totally dependent on the interviewer and peculiarities of the job market. A second implication was that both interviewers and interviewees should be aware of possible biases against applicants exhibiting low vocal activity when all other **qualifications** are equal. The third implication concerned possible erroneous assumptions about the role of race in selection interviews. Though government, institutions, and individual groups are working to eradicate race as a component of job selection evaluation, this goal has not yet been reached. Race continued to have an affect on the interview and comments of minority individuals about these effects should be accepted as valid.

It was suggested that further investigations be conducted to discover the specific effects of communication variables other than vocal activity and to ascertain the relative importance of applicant behavior characteristics in interview evaluations.

17/5/47 (Item 1 from file: 99)

DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
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1968941 H.W. WILSON RECORD NUMBER: BAST98045693

ANS unveils its new on-line Career Center!

Nuclear News v. 41 no7 (June 1998) p. 82+

DOCUMENT TYPE: Feature Article ISSN: 0029-5574 LANGUAGE: English

RECORD STATUS: Corrected or revised record

ABSTRACT: The Career Center of the American Nuclear Society (ANS), inaugurated on April 17, 1998, should prove to be a valuable on-line recruitment tool for ANS members. This service provides employment opportunities for ANS members, as well as a pool of **qualified candidates** for **employment** and recruitment companies to **select** from. The site is available at <www.ans.org/membership/services/employment/> .

DESCRIPTORS: Job hunting--Internet resources; American Nuclear Society;

17/5/48 (Item 1 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00441429 96WN11-025

Putting resourcefulness into human resources: HR Task Counselor 2.3

Patz, Joel T

Windows Magazine , November 1, 1996 , v7 n11 p165, 1 Page(s)

ISSN: 060-1066

Company Name: JamLogic Designs

Product Name: HR Task Counselor 2.3

Languages: English

Document Type: Software Review

Grade (of Product Reviewed): A

Hardware/Software Compatibility: IBM PC Compatible; Microsoft Windows; Microsoft Windows 95

Geographic Location: United States

Presents a very favorable review of HR Task Counselor 2.3 (\$499), a human resources management program from JamLogic Designs (800, 303). Runs on IBM PC compatibles with 8MB RAM, 10MB hard disk space and Windows 3.x or 95. States that HR Task Counselor is a very user-friendly application with such in-depth tools as the Application Counselor, which organizes **applicant** and **job** data and the Employee Counselor, which provides **screens** for performance and progress reviews. Enables reference checks and a skills-matching search engine to find candidates **qualified** for open posit Reports that it is easy to navigate within HR Task Counselor and that the program stores a large number of forms and management reports. Rates HR Task Counselor four and one-half windows out of five and awards it the WINDOWS Magazine Recommended seal. Includes one screen display and a product summary. (jo)

Descriptors: Human Resources; Personnel; Management; Employment; Window Software; Software Review

Identifiers: HR Task Counselor 2.3; JamLogic Designs

17/5/49 (Item 2 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00295761 92LK11-018

Hiring made simple -- There are a number of online services you can tap to look for qualified employees

Mallory, Jim

LINK-UP , November 1, 1992 , v9 n6 p16-17, 2 Page(s)

ISSN: 0739-988X

Company Name: Human Resources Information Network; Connexion; Career Placement Registry

Languages: English

Document Type: Feature Articles and News

Geographic Location: United States

Presents an overview of online resources aimed at simplifying the procedure of hiring employees for specific jobs. Examines three specific services which provide employers with database information on prospective job seekers: the Human Resource Information Network (HRIN); Peterson's Connexion; and Career Placement Registry. Says that the special-interest groups maintained by different online services can also serve as vital resources for **selecting qualified persons** for particular jobs. Sidebar provides online resources and electronic bulletin boards aimed at prospective job seekers. Includes an illustration. (PAM)

Descriptors: Job Opportunities; Personnel; Employment; Online Systems ; Computer Bulletin Board Systems

Identifiers: Human Resources Information Network; Connexion; Career Placement Registry

17/5/50 (Item 3 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00236992 91TJ03-005

A decision-support system aids career planning

Norris, Daniel M; Ewald, Cristal D

T.H.E. Journal , March 1, 1991 , v18 n8 p78-79, 2 Pages

ISSN: 0192-592x

Company Name: Iowa State University

Product Name: Computer Aided Route to Enhanced Employment Research

Languages: English

Document Type: Feature Articles and News

Geographic Location: United States

Discusses the development of the Computer Aided Route to Enhanced Employment Research (CAREER) system of Iowa State University. Says CAREER aims to assist business students in career-related decisions taking into account the **selection** of a major or career; availing of internships or scholarships; and matching **jobs** to **candidates' qualifications**. States the three phases of expansion as: the conclusion of a second set of surveys distributed to employers and recruiters; transferring the system to the university's mainframe; and ongoing annual resurveying of recruiters/employers for updating the system. (tbc)

Descriptors: Career Education; Database; Career Opportunities; Decision Making; Business; Research

Identifiers: Computer Aided Route to Enhanced Employment Research; Iowa State University

17/5/51 (Item 1 from file: 474)

DIALOG(R)File 474:New York Times Abs

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01164517 NYT Sequence Number: 050198820805

NYS Correctional Services Dept seeks to disqualify on grounds of character 1,000 of 10,000 applicants for prison guard jobs who passed civil service examination. Is using new screening procedure instituted by Comr Thomas Coughlin to upgrade quality of guards. Is being sued by applicant Louis Henry Burns, who was eliminated because of murder conviction which had been overturned (M).)

KIHSS, PETER

New York Times, Col. 3, Pg. 3, Sec. 2

Thursday August 5 1982

DOCUMENT TYPE: Newspaper JOURNAL CODE: NYT LANGUAGE: English

RECORD TYPE: Abstract

COMPANY NAMES: CORRECTIONAL SERVICES DEPARTMENT

DESCRIPTORS: GUARDS; STANDARDS AND STANDARDIZATION; GOVERNMENT EMPLOYEES AND OFFICIALS; HIRING AND PROMOTION; PRISONS AND PRISONERS; MURDERS AND ATTEMPTED MURDERS; SUITS AND CLAIMS AGAINST GOVERNMENT; LABOR; SUITS AND LITIGATION

PERSONAL NAMES: KIHSS, PETER; BURNS, LOUIS HENRY; COUGHLIN, THOMAS A 3D (COMR)

GEOGRAPHIC NAMES: NEW YORK STATE

17/5/52 (Item 2 from file: 474)

DIALOG(R)File 474:New York Times Abs

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00939255 NYT Sequence Number: 057091790404

Elizabeth M Fowler Careers article discusses growth of vocation guidance services being provided on US college campuses. Says 1 reason for growth is increasing interest of many companies in sending recruiters to campus to screen and interview possible job candidates because of relatively limited supply of qualified candidates for certain jobs. Also notes even alumni are becoming involved in career counseling. Sketch (M).)

FOWLER, ELIZABETH M

New York Times, Col. 2, Pg. 17, Sec. 4

Wednesday April 4 1979

DOCUMENT TYPE: Newspaper JOURNAL CODE: NYT LANGUAGE: English

RECORD TYPE: Abstract

DESCRIPTORS: YOUTH, EMPLOYMENT OF; COLLEGES AND UNIVERSITIES; CORPORATIONS
; LABOR; UNEMPLOYMENT AND JOB MARKET
PERSONAL NAMES: FOWLER, ELIZABETH M

17/5/53 (Item 3 from file: 474)

DIALOG(R) File 474: New York Times Abs

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00226738 NYT Sequence Number: 080481711126

Amer Foreign Service Assn to seek Fed ct injunction to bar USIA Dir Shakespeare from altering promotion system; Sec Rogers reportedly sides with assn is alarmed by what it regards as Shakespeare plan to subject promotions to highest USIA jobs to 'domestic political influence'; he denies trying to introduce politics into his proposed promotion system; says he wants more flexibility to promote best-qualified persons to top jobs; crux of dispute is Shakespeare's recent order to USIA selection board, which has been examining records of 156 Class 2 Foreign Service information officers; 14 have been recommended for promotion to 8 Class 1 jobs open; Shakespeare rec'd 14 names in order of rank as assigned by board; he ordered board to return list to him in alphabetical order so he could choose 8 persons he considers best suited for promotion, not merely top 8 on board's list)

New York Times, Col. 1, Pg. 9

Friday November 26 1971

DOCUMENT TYPE: Newspaper JOURNAL CODE: NYT LANGUAGE: English

RECORD TYPE: Abstract

COMPANY NAMES: FOREIGN SERVICE ASSN, AMERICAN; INFORMATION AGENCY, US
(USIA)

PERSONAL NAMES: ROGERS, WILLIAM PIERCE; SHAKESPEARE, FRANK J JR; WELLES,
BENJAMIN

GEOGRAPHIC NAMES: UNITED STATES (1971)

17/5/54 (Item 1 from file: 475)

DIALOG(R) File 475: Wall Street Journal Abs

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07601143 NYT Sequence Number: 000000960312

WORK WEEK

Burkins, Glenn

Wall Street Journal, Col. 5, Pg. 1, Sec. A

Tuesday March 12 1996

DOCUMENT TYPE: Newspaper JOURNAL CODE: WSJ LANGUAGE: English

RECORD TYPE: Abstract

ABSTRACT:

Of the 50,000 **job applicants** Sterling Testing Systems of New York **screened** last year for other companies, about 50% were **disqualified** because of false or undisclosed information, or because they failed drug tests (S)

COMPANY NAMES: sterling testing systems

DESCRIPTORS: Drug Abuse and Traffic; Labor; Hiring and Promotion

PERSONAL NAMES: Burkins, Glenn

17/5/55 (Item 1 from file: 256)

DIALOG(R)File 256:SoftBase:Reviews,Companies&Prods.

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00124779

DOCUMENT TYPE: Review

PRODUCT NAMES: Hire.com e-Recruiter (008907)

TITLE: Hire.com's e-Recruiter effectively relieves labor shortage

AUTHOR: Coopee, Todd

SOURCE: InfoWorld, v22 n30 p51(1) Jul 24, 2000

ISSN: 0199-6649

HOME PAGE: <http://www.infoworld.com>

RECORD TYPE: Review

REVIEW TYPE: Review

GRADE: B

Hire.com's Hire.com e-Recruiter, an online, Web-based recruiting service, gets very good marks overall. Its templates can accelerate job posting creation, as well as automatic applicant sourcing and skills matching. Users are charged based on the size and usage levels in their organization; fees generally range from \$8,000 to \$25,000 per month. Hire.com e-Recruiter automatically **filters** and sorts large pools of **job applicants** into a smaller set of **qualified** candidates. Recruiting time can be reduced, and hiring managers can home in on possible hires immediately. Hire.com custom-configures Hire.com e-Recruiter to work neatly with the employment section of a corporate Web site. As part of the high-end monthly agreement, Hire.com assigns a Best Practices Manager, who provides training and advice, to each client. Hire.com avoids a metaphor commonly used by other Web-based recruiting services that present convert a paper resume to an electronic version. Instead, Hire.com invites possible candidates to prequalify for any current or future positions. Applicants fill out an online form consisting of information about job type, salary, and geographical preferences. If contacted, applicants are asked to fill out another questionnaire with more background information. Testers found Hire.com easy to use, and were able, for example, to build several levels of approval into the screening process.

COMPANY NAME: Hire.com (685194)

SPECIAL FEATURE: Charts Screen Layouts

DESCRIPTORS: Authoring Systems; Human Resource Management; Internet Marketing; Recruitment & Hiring; Web Site Design

REVISION DATE: 20001030